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The Labour Gazette

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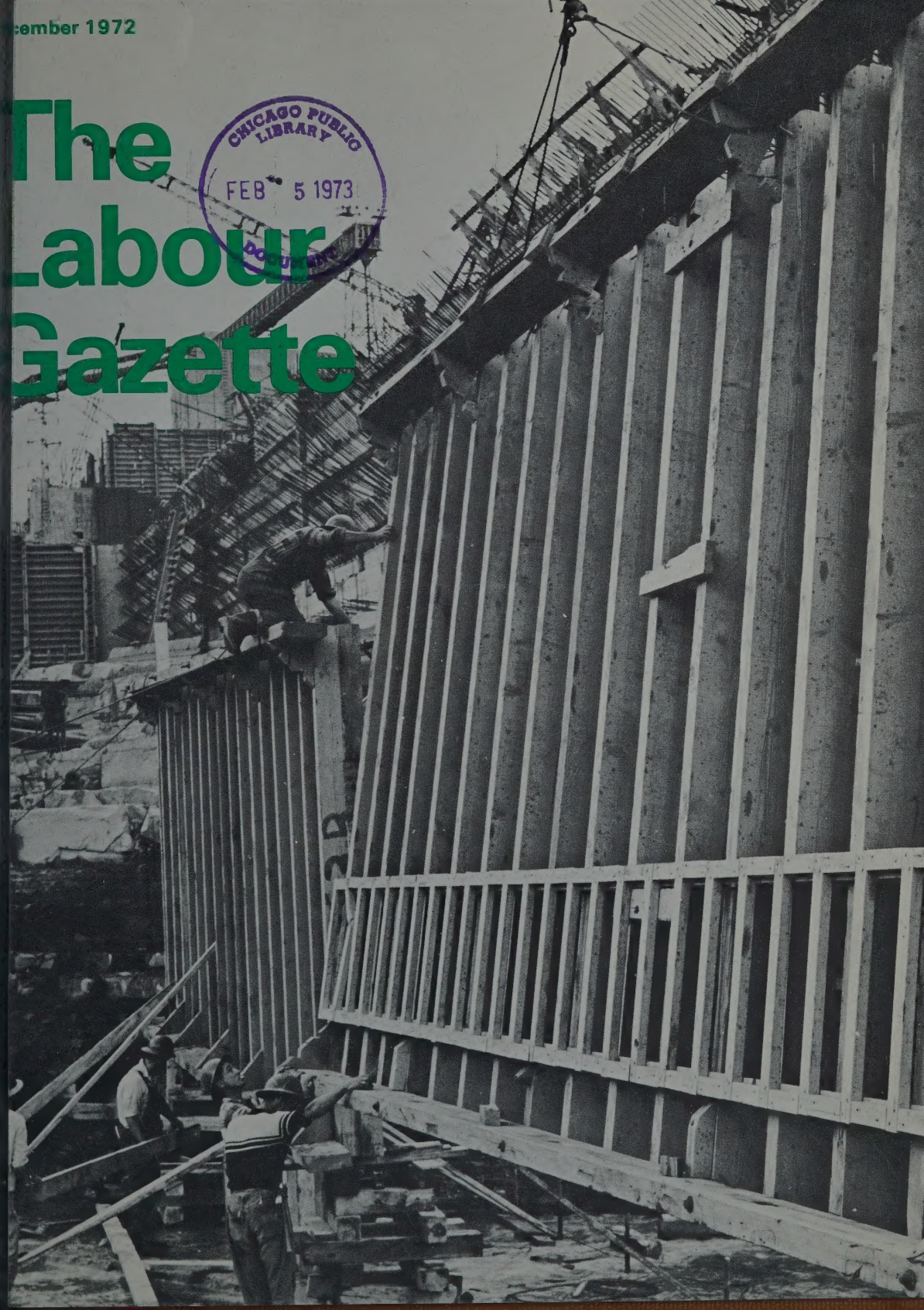

Once inflationary pressures are entrenched in the economy, attempts to remove them by deliberately creating slackness and unemployment no longer work. And putting controls on single sectors of the economy is of doubtful value, although it is often said that controls are the answer to rapidly rising prices and incomes in the construction sector. See, Inflation and the Construction Industry, p. 616.

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Labour Canada **Travail Canada**

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News briefs

■ **Federal and provincial governments have agreed ratify an ILO convention endorsing equal pay for n and women workers doing work of equal value.** The c vention, promoting the principle that there shall be discrimination on the basis of sex, is being prepared present for ratification by the External Aff Department.

The principle of equal pay for equal work was est lished in federal legislation in 1956 through enactm of the Female Employees Equal Pay Act, and was placed in 1971 by stronger provision in Part III of Canada Labour Code. All provinces have also met principles of the convention in legislation they h passed.

■ **There is a better than 50 per cent chance of sizea dishonesty in any firm in the United States right now a 75 per cent chance of harmful malpractice.** Norm Jaspan, President of Norman Jaspan Associates, corporated, Management Engineers, addressing crime-in-industry seminar sponsored by the Ontario lice Commission, pointed out that "employees st more than two billion dollars a year in cash and m chandise, with a substantial amount attributable to pervisory and executive personnel."

Dishonesty in business has become a well-paying, lo risk, tax-free enterprise. "It constitutes the biggest dr on industry's profits, and it means higher prices for y and me," he contended. "The breakdown in moral st dards that encourages malpractices need never beg **The overwhelming majority of employees are honest the start. The workplace becomes the school dishonesty."**

Jaspan pointed out that an atmosphere of dishonesty business is highly contagious. "Once an employee— pecially an impressionable young man or woman, p

haps on his first job—catches the virus of dishonesty, it may remain in the bloodstream. Observed dishonesty makes it easy to rationalize wrongdoing and say, 'everybody else is doing it, so why shouldn't I?' No one seems to care anyway.

"True, an employee is expected to have a sense of right and wrong. His home, his school, his church should have provided him with proper values. But employees, and especially ambitious youngsters just starting out, will rise—or sink—to the level of their environment. Management should accept the responsibility of making certain that they are not exposed to harmful influences and that they are provided with a healthy work environment."

■ **W. A. Martin has been presented with a Public Service Merit Award consisting of a certificate and $1,500 for his work as Chief of the Accident Prevention Division,** Accident Prevention and Compensation Branch, Canada Department of Labour. The presentation was made by Deputy Minister Bernard Wilson. Commissioner Irene Johnson, who administers the Merit Award Program of the Public Service Commission, also attended the presentation.

The Award was given to Martin for his work in developing the regulations to Part IV of the Canada Labour Code (Safety of Employees), after extensive research and consultation with officers of other government departments and agencies, labour and management.

Martin has been in the Public Service since September 1957 when he joined the Board of Transport Commissioners (now the Canadian Transport Commission) as head of the dangerous commodities section. In August 1967 he joined the Canada Department of Labour in his present position.

Wilson Martin Johnson

■ **Canada should be excluded from harmful provisions in the proposed Burke-Hartke Bill** according to a resolution passed at the International Association of Machinists convention at Los Angeles in September. The resolution endorsed the Bill as "having the purpose of curbing the export of our jobs as machinists," but noted that Canada should be granted exemption "in view of Canada's special relationship to the United States." It called upon IAM officers and representatives to "seek to exclude Canada from any quotas or other restrictions that may be harmful to our Brothers and Sisters in Canada." **A convention of the United Steelworkers in Las Vegas also endorsed Canadian exclusion from harmful provisions in the Bill.**

Support by U.S. labour of the Bill has caused strain in relations between several U.S. international unions and their Canadian locals, according to an article in the September issue of **Business Week.** The Machinists' resolution reflects the dual problem facing them—either possibly losing 70,000 Canadian members by supporting Burke-Hartke or 150,000 U.S. members lost if Congress fails to pass protective legislation.

The Burke-Hartke Bill has reinforced the nationalism that is already forming in Canadian labour ranks, the article added. Recent defections from the Steelworkers include workers at Alcan and Cominco in British Columbia, and Cassiar Asbestos in the Yukon Territory. Moves are afoot to plan all-Canadian labour organizations both at Cassiar and Cominco.

The **Business Week** article cites other issues that irritate Canadian unionists. Representation and services received, they allege, do not measure up to financial payments made to U.S. unions. Union money—including, they charge, Canadian fees—is used for political purposes in the U.S. **Canadian members resent also the impact that wage controls in the U.S. are having by holding down wage settlements in Canada.**

■ **Three officers of the Soviet Metallurgical Worke Union were in Canada** August 23 to September 7 to t with Canadian labour officials and tour various ind trial sites. The Soviet delegates were Ivan Kostiuk President of the Metallurgical Workers' Union; Euge Alekseev, head of the union's international service; a George Kinebas, chairman of an aluminum works loc They were hosted by the United Steelworkers of Am ica in a tour that included Montreal, Toronto, Win peg, Edmonton, Yellowknife, and Hamilton.

While in Canada, they had informal meetings w Canada Department of Labour officials, members the Manitoba cabinet, Steelworkers' union executiv officers of the Ontario Federation of Labour, and Stu M. Hodgson, Commissioner of the Northwest Te tories. They also toured such industrial sites as Denis Mine at Elliot Lake, the Cominco plant at Pine Poi and the Tracy Steel Works in Montreal.

The visit should inaugurate increased trade unio contact between the USSR and Canada, Kostiukov p dicted. It is expected that a delegation of Canad unionists will visit the Soviet Union, led by Uni Steelworkers' Canadian Director Bill Mahoney.

■ **Job satisfaction has been proposed as a collect bargaining issue by a major union for the first time.** proposal to "explore and develop mutually satisfact experiments to increase workers' satisfaction, impr workers' attitudes toward their jobs, and to attempt g erally to create a new atmosphere in the Chrys plants" was contained in a letter sent to William vinger, Director of Industrial Relations for Chrys Corporation, by Doug Fraser, Vice-President of United Auto Workers and Director of the Chrys Department.

Noting that "absenteeism and dissatisfaction with sembly line work has been a continuing source of f tion for all industries," Fraser's letter gave notice t job satisfaction would become a collective bargain demand in 1973 negotiations if the corporation was willing or unable to start discussions now and consi the proposal of joint experiments.

■ **Canadian Labour Congress President Donald MacDonald has called a CBC-TV play, "Strikes," "the most icious piece of anti-union propaganda ever shown on a ublic network."**

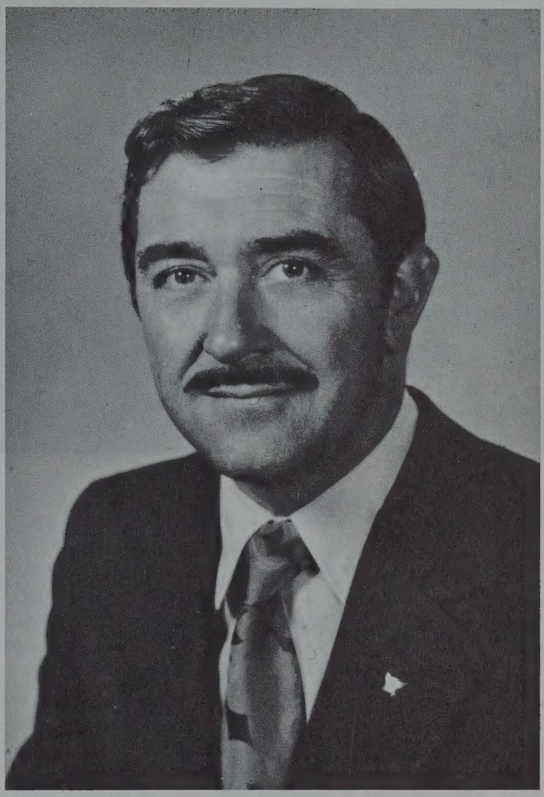
n a letter addressed to Laurent Picard, President of the BC, MacDonald said that the program was an "insult ot only to the 2,000,000 organized workers in Canada, eir families and their unions, but also to the intelli- ence of every tax-paying member of the Canadian ublic whose money made the showing possible.

We seriously question whether the CBC would dare ialign any other group in Canadian society the way it as the organized labour movement," MacDonald eclared.

he program depicted union members and their elected fficials as grotesque characters, MacDonald charged. It sed every crude anti-union cliché, myth and calumny ver invented, and resembled the kind of propaganda ffort one would expect from a totalitarian regime in- nt on brainwashing an unsuspecting public.

n reply, the CBC stated that "Strike" was not intended s a reflection of union behaviour, nor was it perceived s such by the general public. Noting the fictional na- ire of the play and the "Anthology" series of which it rms a part, the CBC added: "There can be no ques- on about an author's right to choose his own style and oint of view."

lacDonald, in his letter, reminded Picard that he had rotested the proposed program last year in a telegram nt to George Davidson, the then CBC president. The rotest, he said, had not received consideration.



John Hayes

■ **John Hayes of Toronto, former president of the Canadian Air Line Employees' Association,** has been named Canadian Regional Director for CALEA's U.S. counterpart, the Air Line Employees' Association, International. Hayes will work in a liaison capacity between CALEA president Keith Kerr of Vancouver and the international office of CALEA. He will also be the representative for employees of North Central and Hughes Air West, U.S.-based airlines that have staffed outlets in Canada. Hayes was employed by Air Canada for 16 years, then took leave of absence in 1967 to become full-time president of CALEA. In 1971, he stepped down to spend a year in New Zealand where, among other interests, he studied arbitration methods.

50 years ago

■ If you were purchasing a dressed turkey for your Christmas dinner fifty years ago, you would find the item priced at 43 cents a pound; and if you were making a tourtière for the midnight réveillon, the average cost of some of the ingredients would be as follows: pork, 27 cents a pound; lard, 23 cents a pound; flour, fine salt and onions 4 cents a pound, according to the 1922 December issue of **The Labour Gazette.**

■ Recognition of the industrial importance of Canada was contained in a decision of the Council of the League of Nations, which declared that eight out of the twelve Government seats on the Governing Body of the International Labour Office should be held by countries of "chief industrial importance." Any question arising as to whether a particular country was of "chief industrial importance" was to be decided by the League of Nations Council.

A special commission was appointed to consider the criteria. It was agreed that seven characteristics should be examined, namely: industrial population (including mines and transport); relation of industrial population to total population; length of railway track; relation of railway track to area; horsepower used in industry; relation of horsepower to total population; size of the merchant marine.

Statistical information on these points was obtained from the countries comprising the League of Nations and calculations were made on two different bases. On one of these calculations, Canada was ranked as the fourth state of "chief industrial importance" and on the other, sixth.

The eight member states finally designated as being "chief industrial importance" by the Council of t League of Nations were Belgium, Canada, France, Ge many, Great Britain, India, Italy and Japan. T United States was not at that time a member of t League of Nations or of the International Labo Organization.

■ The British Columbia Legislature, on Novemb 20, 1922 passed the following resolution respecti Asiatic immigration: Whereas the "Immigration Act" Canada and regulations thereunder have failed to ste the tide of Asiatic immigration into Canada; a whereas the industrial and economic life of Canad and particularly of the Province of British Columbia, threatened by competition forced by a growing foreig population with a lower standard of living than th necessary for the well-being of Anglo-Saxon civ ization; and whereas there is a strong and compelli sentiment developing in Canada, especially marked the Province of British Columbia, at present most a fected, that effective protective measures must b adopted; therefore be it resolved, that this Legislati

Assembly places itself on record as being in favour of the enactment of such amendment to the "Immigration Act" of Canada as is necessary to completely prohibit Asiatic immigration into Canada.

Another resolution, passed unanimously by the provincial Legislature on December 6, requested the Dominion Government to assist in securing the amendment of the British North America Act to exclude Asiatics from acquiring farm, timber and mineral lands, from owning fishing rights and from securing employment in agricultural, forest, mining and fishing industries.

■ The British administrators at Hong Kong undertook to enforce the child labour principles adopted at the International Labour Conference at Washington in 1919. The new regulations provided that no children be employed in the dangerous occupations of boiler chipping, fireworks or glass manufacturing. Children under 10 years of age were barred from factories of all kinds, and children under 12 were not permitted to carry coal, building material or debris. Employers were required to keep a record of all the children working in their establishments. One holiday every seven days was made compulsory under the new law and children were not to work between 7 p.m. and 7 a.m. Due to the poverty of many of the natives, the new regulations had to be applied gradually so as to not upset the long-established social and economic conditions of the colony.

■ The United States Railroad Labor Board Decision No. 1267 awarded a lower minimum wage to areas where Negro and Mexican labour predominated. The rates for unskilled labourers in the maintenance of way departments, and shop labourers prior to July 1, 1922 ranged from 28 cents an hour to 40 cents, the low rate being paid only on some railroads in the south, while large numbers of employees in these classes further north were receiving 35 cents and 40 cents an hour. The minimum wage for common labour on carriers in the south was 25 cents an hour and the minimum wage on the others was 37 cents an hour. The majority report of the United States Railroad Labour Board stated that "as a matter of fact, this 25 cent minimum was a higher wage than the 37 cent minimum when considered in relation to the living conditions of the respective territories." The lower minimum was defined by the Board as "a just and reasonable wage" and was applied in the territory where Negro and Mexican labour predominated. The Board was then asked to visualize a typical family and habitation of a Negro labourer in any of the southeastern or southern states, and judge whether or not a decision that established a standard of living on that basis was justifiable in the eyes of God or man.

■ Regulations were issued by the Dominion Government on October 21, 1922 on the recommendation of the Minister of the Interior, in connection with proposals for the relief of settlers in Alberta and Saskatchewan who had suffered repeated crop failures owing to drought or other causes. After investigation, the Better Farming Commission of Saskatchewan and the Survey Board of Alberta recommended that facilities be granted to the settlers helping them move to districts further north "where the prospects for an adequate return for their labour seemed more assured." The Minister of Agriculture took up the matter of transfer expenses and negotiations were opened with the railway companies and the provincial authorities as to how such expenses should be met. The regulations of the Minister of the Interior, issued under the Dominion Lands Act of 1908, granted the settlers the right to exchange their former holdings of land for land elsewhere.

■ A nation-wide, call-to-conference, directed to women from all walks of life, was issued through the Women's Bureau of the U.S. Department of Labor, accompanied by a letter directing attention to the problems before the conference. The letter pointed out that: "It appears from census figures that approximately one-fourth of the wage earners of America are women, and apparently the proportion is increasing rather than diminishing. Every thinking American must realize that this situation creates a number of special problems and calls for careful consideration of ways and means for safeguarding the mothers and potential mothers of the nation who must so be employed. It is impossible to separate entirely the problems of our motherhood from the problems of our childhood, and there is nothing more important in our civilization than the protection of both of those in their strength and purity. The future of the nation depends on this more than on any other single factor."

■ The Executive Committee of the National Council of Women of Canada, meeting at Montreal in November 1922, decided to petition the Dominion Government to provide payment for the work of state prisoners, their earnings to go toward the support of their families, or where there were no dependants to be given to the prisoners on their release.

Inflation and the construction industry

by George V. Haythorne

The last words of the Prices and Incomes Commission, which formed the conclusions drawn from the past three years work, were set forth in a summary report issued in June. They are spelled out in more detail in the final report that was issued in September: **Inflation, Unemployment and Incomes Policy.** These conclusions result from intensive efforts to understand, cope with, and propose sound solutions for the disturbing problem of inflation, a problem that has plagued Canada for several years, and from which we are by no means yet free.

The economic overview

What stands out most sharply as one looks back on the Canadian economic scene of the past 10 years? The early part of the decade was characterized by rapid expansion in the form of a surge of output and emplo ment growth. Demand pressures coming from both pr vate and public sources generated a strong head steam by 1964 and 1965. In Montreal, it was appare in the burst of activity associated with Expo; but expa sion was taking place in all parts of the country. value terms, annual increases in Gross National Pro uct rose from 9 per cent in 1964 to 10 per cent in 196 and to nearly 12 per cent in 1966.

For a time, this upsurge of expenditures was not ser ous—not while high inventories and high unemplo ment remained, carried over from excesses in the opp site direction during the recession years of the late '5 and early '60s.

s the level of private and public expenditures contin-ed to expand, employment increased, unemployment ropped, output kept on rising, and larger profits were chieved. Both the increased volume of sales and higher roductivity contributed to these larger profits, and to ncreased prices where market conditions made these ossible.

These were years of general optimism. There seemed to e a chance, at last, of achieving both full employment nd economic stability. There was a general feeling of elief that we had surmounted the problem of unem-ployment. Had the demand pressures been held in heck during 1965 and 1966, this stability might well ave been maintained.

These were years, too, of important changes—changes in he roles of governments, employers and unions. Any de-iberate attempt by government to curb cyclical swings in he economy was essentially a new phenomenon. Such action was timidly initiated by the federal Government in the White Paper on **Employment and Income** in 1945—action stimulated in Canada and elsewhere by the global approach to economics stressed by Lord Keynes a few years earlier. Besides new fiscal and monetary measures, vigorous efforts were being made in the late '50s and early '60s to seek and maintain full employment through stepped-up technical training, winter employment, regional development and other programs.

While governments were experimenting with new approaches, employers and unions were taking steps to consolidate their respective positions and to broaden their forms of collective effort. There was also more tripartite action among government employer organizations and unions, following in the wake of notable beginnings made during World War II. One example was the establishment of the National Advisory Committee on Manpower during the Korean War crisis in the early '50s; another, the National Productivity Council, formed in 1961 with a membership drawn from government, employers and unions. This was followed in 1963 by the creation of the Economic Council of Canada, albeit the three-way relationship was to some extent lost in the process.

Although some progress had been made in identifying and clarifying the changing roles of governments, employer organizations and unions, the government—despite its having accepted principal responsibility for managing the economy—did not develop effective policies in 1965 and 1966 to curb strong, mounting demand pressures. By this time, these pressures had produced inflationary responses—first, where product, finance and labour markets were tightest, and afterward throughout the economy as a whole.

We have traced these responses in our final report. They constitute what might be called a typical inflation profile. In the absence of any general restraint, both strong demand and higher profits tended to be accompanied by higher rather than lower prices. Wages and salaries had been increasing for some years at a modest pace; in 1965 and 1966 they began to rise more rapidly. These larger earnings resulted from employees' demands for a larger share of total incomes in the face of the now more visible higher profits. They resulted, also, from attempts to maintain rising real earnings in the face of higher consumer prices. Once started, cost increases fed on price increases, and price increases on cost increases. Thus the familiar price-cost spiral shot upward.

Higher prices and higher costs for labour, financing, services and land soon led to a reduction in the rate of growth and to higher unemployment in those industries and regions where some slackness already prevailed. Nevertheless, much push remained in the economy during the second half of the '60s. The higher costs, reduced productivity, and demands for still higher wages led to reduced profits in most industries; but meanwhile, the continuing inflationary flames were fanned by lags in the impact of policy changes and by expectations, now firmly entrenched, of still higher prices and incomes. Thus we were faced with inflation and increasing unemployment, both existing at the same time.

This was the cold, harsh and uninviting situation that faced the Commission when it was appointed in June 1969. Some steps had been taken to curb private and public expenditures through fiscal and monetary measures, but by that time it was becoming clear that these government controls alone were unlikely to be effective, at least at that stage. This was acknowledged frankly by the federal Government in the White Paper, **Policies for Price Stability,** issued late in 1968.

I will not review the Commission's efforts—after extensive discussions with federal and provincial Governments, employer associations and unions—to introduce

a broadly based incomes policy, except to say that these discussions, the experience with a limited incomes policy, and an intensive examination of the forces at work in the economy over recent years led us to conclude that, once inflationary pressures are strongly entrenched, attempts to remove them by deliberately creating slackness and unemployment in the economy can no longer be counted on to produce the desired results.

When expectations of further gains are strongly held, price and income increases are unlikely, through demand curtailment policies alone, to drop off far enough and for long enough to remove inflationary pressures. The net result, unfortunately, is a loss of production and employment without corresponding benefits to the economy. This result led the Commission to the further conclusion that, when expectations of continued inflation are firmly held and likely to persist, broadly based and equitable price and income controls, when introduced as part of an overall economic management policy, are more likely to produce the necessary results—and with less loss and greater benefits to the economy than would be the case without such formal restraints. To be effective, such controls require strong public backing and a close link among governments, employers and unions. Fortunately, there are indications that these prerequisites may be present when needed in the future.

Construction overview

Let us look now at the problems within the constructi industry. It was said that the answer to rapidly risi prices and incomes in this sector of the economy is co trols—and the sooner introduced the better. Oth groups said to deserve similar treatment include de tors, dentists, lawyers, professors and teachers, la speculators, and banks and other financial institution just to name a few! **We concluded some time ago th putting controls on single sectors of the economy are doubtful value, and the more we have examined the co struction industry, the less convinced we became th control of prices and incomes is the only answer.**

Rather than limit attention to price and wage increas substantial though these have been, it is important look behind them at all the forces that have been op ating in the construction industry. When this is do what stands out clearly as the source of the tough problems facing the industry are the excesses: too mu work or too little work. There is a parallel here wi those excesses in the economy as a whole that have tr ditionally produced inflation and recession.

In the construction industry, these excesses result fro sharp fluctuations in all types of construction—reside tial, commercial, institutional and engineering—ar from the constant shift of workers from one level or si of activity to another. These problems show up clear in annual data charted on a national basis. They a more evident when plotted on a provincial basis, ar even more so on a regional basis. The impact of the fluctuations and shifts is felt by everyone associat with the industry, but it is hardest on those—both firm and employees—unable to obtain steady work. We ha long talked about these fluctuations and the severity their influence on the industry and the economy. Com bined government, client, employer and union action the late '50s produced a significant attempt to redu seasonal swings in production and employment. The cannot be removed completely in our Canadian settin but with sustained effort, more can be accomplishe The source of these fluctuations—annual variations demand—must also be tackled.

Some indications of the seriousness of these variation in construction operations can be gleaned from a few s lected figures. During the period 1966 to 1970, constru tion bore 26 per cent of all unemployment in Canad even though it accounted for only 11 per cent of the t tal labour force. Annual changes in the value of reside

ial construction in Canada, expressed in constant dollars, ranged from −17 per cent in 1960 to +22 per cent in 1964. These figures were down to −1 per cent in 1966, up to +18 per cent in 1969 and down to −8 per cent in 1970.

Engineering construction in Québec showed the largest annual fluctuations during the decade. For example, the annual dollar value of work performed was 6 per cent less in 1961 than in 1960; in 1964 it jumped to 37 per cent higher than in 1963, largely because of preparations for Expo '67; the annual level fell during each of the next four years; and then, by 1970, it increased to more than 12 per cent higher than the dollar value for 1969.

The last figures are some comprehensive estimates, recently available for the first time, of the average duration of annual employment and of the average annual earnings of construction workers. These estimates from Unemployment Insurance and National Revenue sources reveal that, in 1968, the estimated average length of employment of the 360,000 workers concerned was 36 weeks, and the average annual earnings $5,200.

Of these 360,000 workers, 40 per cent of the total worked 45 weeks or more and earned an average of $7,000 during 1968. The position of this group of workers, on the basis of prevailing wage rates in 1968, was reasonably good. The picture for the other 216,000, or 60 per cent, was far from bright. A second group of 86,000, or nearly one quarter of the total, worked between 33 and 44 weeks for average yearly earnings of $5,200.

The remaining 35 per cent, or 128,000, can be divided into two further groups of approximately equal size. The first of these worked from 21 to 32 weeks for average annual earnings of $3,750, and the second worked under 21 weeks for average annual earnings of $2,400.

Although the last group contained many students who work only during the summer months, it and the third group present a particularly disturbing picture. We have known about it for some time, but we have not had such revealing evidence before. These are days of total nudity—at times, shocking. Perhaps it is in keeping with the trend that we should have a full exposure of the construction industry, too—shocking though it is.

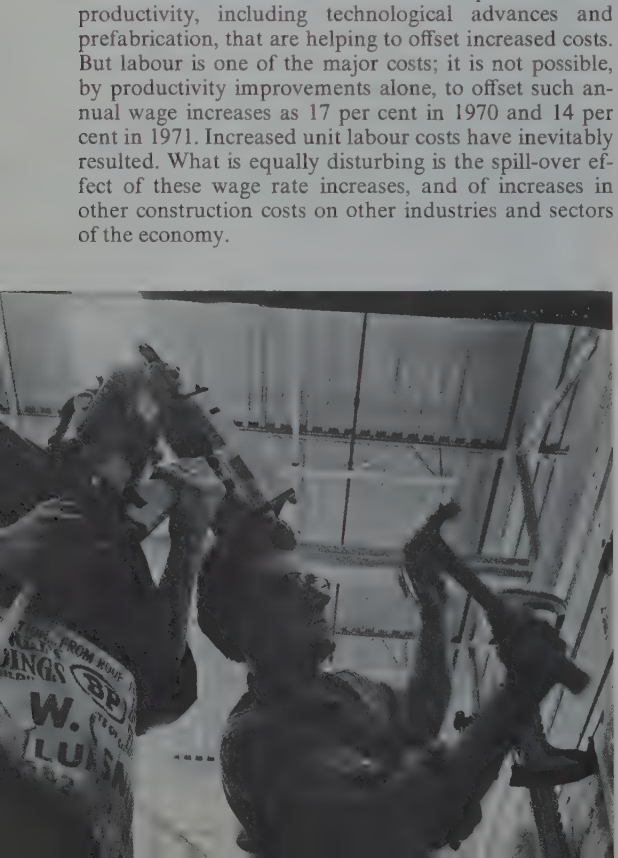
Added to the employment uncertainties that applied in 1968 to more than half of the construction workforce are many inevitable accompanying economic and social costs. These derive from serious difficulties encountered

in the planning phase by contractors, unions and individual workers, both on projects and between projects: wasted manpower, equipment and time between jobs; low productivity; bankruptcies; uneven profits; and strained relations between employers and employees.

Despite these difficulties, the construction industry does have certain protections. The demand for its services comes almost entirely from other sectors of the economy, and hence it is not subject to the usual uncertainties and pressures of international markets. It has also an ability to pass on to its clients most of its costs. These include not just increased labour costs, which tend to be the most obvious, but also increased financing costs, material and equipment costs, overhead and investment charges, profits, and increased property costs.

It is the sum total of these rapidly mounting costs that needs to be checked. The costs are serious for the economy; and even though most of them can be passed on, they harbour serious current and future implications for the construction industry.

There have been some notable recent improvements in productivity, including technological advances and prefabrication, that are helping to offset increased costs. But labour is one of the major costs; it is not possible, by productivity improvements alone, to offset such annual wage increases as 17 per cent in 1970 and 14 per cent in 1971. Increased unit labour costs have inevitably resulted. What is equally disturbing is the spill-over effect of these wage rate increases, and of increases in other construction costs on other industries and sectors of the economy.



Not all of these increased costs have been caused j employment uncertainties and the fluctuations refer to earlier, but most of them are. Clearly, the costs ca not go on increasing without serious results, ultimat effecting greatly reduced construction activity a employment.

Solutions

What can be done about these costs and the underlyi problems that produce them? The Commission has h the benefit of close and valuable co-operation frc both employers and unions in examining in depth t basic problems facing the industry. Discussions wi representatives of both management and unions in t mechanical sector of the industry were held as early 1970. The result was a memorandum, "Action to R strain Costs in the Construction Industry," approv unanimously by the National Joint Labour-Manag ment Policy Committee of this sector of the industry Winnipeg in November 1970. Since then, further d cussions have been held in all parts of the count These have involved representatives of employers, building trades unions, governments and clients on n tional, provincial and local levels.

Union leaders have frequently said that, if they cou be assured of a higher degree of year-round emplo ment for all their members—say even 45 weeks or 1(months—their demands for higher wage increases wou moderate substantially. On their part, contractors a caught between what appear to be, and often are, e treme collective bargaining demands on the one si and frequent pressures on the other side from clien who say, "It doesn't matter if you have to pay more f labour or other factors—get the job done!" The contra tors alone obviously cannot solve the problems facir them. Other clients, especially smaller and relative weaker ones, governments, and citizens generally con plain about mounting construction costs and as "When are they going to stop increasing at these exce sive rates?"

There are other important areas that require attentio but the more we have examined the situation the mo it appears that a major part of the answer to the serio

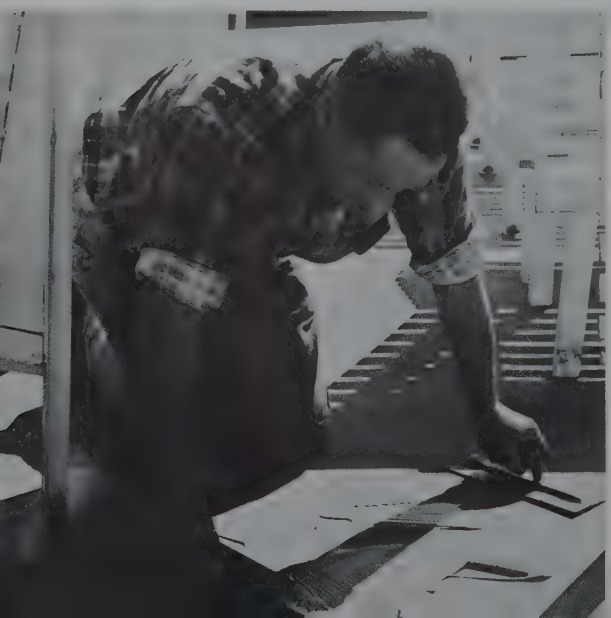
problems facing the construction industry and the economy lies in tackling, head-on, the basic market situations that give rise to the extreme pressure or extreme slackness to which both contractors and unions respond.

From our discussions and inquiries, two broad lines of action to cope with these underlying market fluctuations have emerged: 1. To reach final decisions concerning the main features of major construction projects as far in advance as possible; to assemble information on these future projects on a comprehensive basis; to combine this information with reliable projections of other construction activities; and finally, to make this information available regularly for broad types of construction by local geographic areas or regions. 2. To consider the possibility of introducing incentives for both industry and clients to achieve better programming of construction operations as a whole, plus greater employment security for all those dependent on the industry.

On the first of these lines of action, some progress is being made by both public and private agencies in planning longer lead times for major projects before work begins. The extra time thus afforded enables re-

lated manpower and other plans to be developed with less disturbance both to the construction industry and the economy.

In addition, an examination has been made by the federal Government into the additional measures required



to assemble advance information on major constructi projects, and to co-ordinate it with projections based building permits and other information on an ar basis. Representatives of Statistics Canada, the Depa ment of Industry, Trade and Commerce, the Econom Council of Canada and other directly interest agencies took part in this examination, and follow- steps are now being taken.

On the second line of action, a number of preliminar proposals have been developed. These are current being discussed with interested representatives of en ployers, unions, governments and clients. To parall the incentives for clients, contracting firms and emplo ees to program their respective jobs earlier and on more co-ordinated basis, penalties might be levied whe this objective is ignored. The overall aims, of course, a to provide more regular employment, restrain or reduc waste, increase productivity, and curb mounting costs.

Unquestionably, the problems confronting the constru tion industry are among the toughest we have faced i the work of the Prices and Incomes Commission; but w have been greatly encouraged by the keen intere shown by all parties, and by their willingness to tack these problems in a realistic and forthright manner.

It has become increasingly clear to us that lasting solu tions will require the continuing co-operation of each the groups concerned—namely, employers, union clients and governments. No two or even three of thes groups can solve the problems alone. All four must ac and act together.

(After receiving degrees from the University of Alberta McGill and Harvard, George V. Haythorne went on t serve at various times as Deputy Minister of Labour Chairman of the Governing Body of the Internationa Labour Organization, and President of the Canadia Association of Administrators of Labour Legislation His last post was as a member of the Prices and Income Commission. He is currently a senior visitor at Cam bridge University. The opinions expressed in this articl are those of the author, and do not necessarily reflec the views or policies of the Canada Department o Labour.)

Price indexes

Consumer, August

The consumer price index (1961 = 100) advanced 0.8 per cent to 141.3 in August from 140.2 in July and was 4.7 per cent higher than a year ago. This compares with a rise of 0.7 per cent between these two months, but contrasts with smaller July-to-August increases in recent years.

All major components registered increases except clothing, which declined 0.2 per cent. The principal contributor to the advance in the all-items index was a 2.2 per cent rise in the food index. Among the other components that increased were: recreation and reading 0.8 per cent; health and personal care 0.6 per cent; transportation 0.5 per cent; housing 0.3 per cent; and tobacco and alcohol 0.1 per cent.

The food index increased 2.2 per cent to 145.7 from 142.5. This increase is the largest recorded between July and August prior to 1961. It compares with an increase of 2.0 per cent between these two months last year, and with an average increase between July and August of 1.3 per cent in the preceding five years.

In the latest month, the price level of food consumed at home advanced 2.6 per cent, and restaurant meal prices rose 0.2 per cent. Within the food-at-home component, most major groups recorded advances, but fruit and some miscellaneous items declined in price. The meat, fish and poultry index increased 1.1 per cent and was 14.0 per cent above its level of a year earlier. Pork prices rose, on average, 2.9 per cent between July and August.

All cuts contributed to the increase, and the pork index was 27 per cent above its level of a year ago. Prices of most beef cuts advanced in the latest month, increasing the beef index 0.8 per cent. Poultry quotations declined 1.0 per cent. Egg prices rose 6.6 per cent and were almost 22 per cent above their level of a year earlier. All dairy product items registered advances for the latest month, and fluid milk and powdered skim milk prices increased in several centres across the country. The bakery and cereal products component rose 0.6 per cent as all items, including bread, recorded advances. Vegetable prices increased slightly, on average, 0.1 per cent compared with an average July and August decrease of over 5 per cent in the preceding five years.

Higher prices were recorded for all canned and frozen vegetables surveyed and for most fresh vegetables; but tomatoes, cabbage and celery prices declined. The fruit index declined 1.3 per cent, mainly because of lower prices for some fresh fruits. It stood, on average, almost 4 per cent below its level of a year ago, but vegetable prices advanced more than 7 per cent in the same period. Among other foodstuffs, decreases were registered for sugar, soft drinks, tea and salad dressing, and increases for ground and instant coffee, honey and peanut butter. The food index was 7.2 per cent higher than a year ago, with the price of food consumed at home increasing 7.4 per cent and that for restaurant meals 6.1 per cent.

The housing index rise of 0.3 per cent to 143.8 in August from 143.3 in July resulted from increases of 0.5 per cent and 0.1 per cent in the shelter and household operation components. Within shelter, the home-ownership component advanced 0.7 per cent because of higher new house prices, home-owner repair charges, and dwelling insurance rates. Rents advanced 0.1 per cent. Within household operation, increased fuel oil prices were registered in London, Saskatoon, Vancouver and Victoria. Scattered seasonal sales on a number of items reduced the average level of furniture and floor covering prices 0.2 per cent and 0.3 per cent.

Household textile prices advanced 0.2 per cent because of increased drapery material and wool blanket quotations. The household effects insurance index advanced 2.8 per cent, with increased rates in Halifax, Saint John, Montreal, Ottawa and Toronto. Among other items, dishes, glassware and light bulbs were higher in price, and a number of cleaning supplies such as scouring powder and soap flakes were on sale in several cities. **The housing index was 4.6 per cent above its level of a year ago.**

The clothing index decreased 0.2 per cent to 131.3 from 131.6. The only component registering an increase was footwear, as higher prices for women's and children's shoes outweighed lower prices in men's shoes because

of sales. Both the men's and women's wear components declined 0.6 per cent, the former because of sale prices in most cities for suits, slacks and windbreakers, and the latter because lower prices for dresses outweighed increased prices for underwear. Children's wear recorded a decrease of 0.1 per cent, mainly because of sales on boys' slacks and girls' cotton dresses. Between August 1971 and August 1972 the clothing index rose 1.9 per cent.

The transportation index increased 0.5 per cent to 134.3 from 133.6 as a result of a 0.6 per cent advance in the automobile operation component. **Among automobile operation items, insurance rates increased 3.5 per cent,** the price of motor oil rose 0.6 per cent, and new car prices advanced 0.1 per cent. Gasoline prices declined slightly in some Ontario centres. The inter-city travel component increased 0.5 per cent because of a seasonal rise in the train fares index. In August 1972, the transportation index was 2.8 per cent above its level of a year ago.

The health and personal care index advanced 0.6 per cent to 150.0 from 149.1 as a result of increases of 0.9 per cent and 0.3 per cent in the personal care and health care components. Personal care supplies prices advanced 1.0 per cent because of higher quotations for toilet soap, face cream and cleansing tissues. A 0.6 per cent rise in the personal care service element reflected increased charges for men's haircuts and women's hairdressing in a number of cities. There was an increase in the health care component as a result of higher prices for all pharmaceuticals surveyed, particularly prescriptions, headache tablets and vitamins. The health and personal care index was 5.3 per cent above its level of August 1971.

The recreation and reading index rose 0.8 per cent to 140.5 from 139.4, mainly because of higher motion picture admission charges in Halifax, Saint John, Ottawa, Toronto and Vancouver, and increasing football admissions in most major cities. Newspaper subscription rates increased in Ottawa and Regina. The tobacco and alcohol index rose 0.1 per cent to 132.9 from 132.8 as mixed price movements across the country resulted in a marginal increase in the tobacco component. The index was 2.5 per cent higher than a year earlier.

City consumer, August

Between July and August, the consumer price index (1961 = 100) increased in all regional city and city combinations. Increases ranged from 0.1 per cent in Toronto to 1.3 per cent in St. John's, Nfld. Food indexes advanced in all cities as higher prices were registered for most meats, many fresh produce items, eggs, fresh m bakery and cereal products, jam and honey. Restaur meal prices were higher in several western centr Prices were generally lower across the country for s eral items including sugar, chicken, oranges, banan tomatoes and cabbage. Housing components increas in 8 cities and were unchanged in 4. The increases w mainly because of marginally increased rents, hig prices for cleaning supplies and increased insura rates on household contents.

Seasonal increases in train fare indexes and higher a tomobile insurance rates were mainly responsible for increase in transportation components in 8 citi Health and personal-care components increased in cities, reflecting higher prices for pharmaceuticals a toiletries, and some increased charges for men's hairc and women's hairdressing. The recreation and readi indexes rose in 9 cities and declined in 3, mainly b cause of higher admission charges to cinemas and fo ball games, an increase in the price of camera film, cluding processing, and—in Ottawa and Regin increased newspaper subscription rates. The comp nents for clothing and for tobacco and alcohol reg tered mixed movements across the country.

Regional consumer price index point changes betwe July and August were: On the base 1961 = 100: John's +1.7 to 132.3; Saint John +1.4 to 132.4; Otta +1.3 to 137.4; Saskatoon-Regina +1.2 to 129.2; Va couver +1.1 to 132.9; Halifax +1.0 to 132.5; Montre +.9 to 132.6; Winnipeg +.9 to 134.0; Edmonton-C gary +.5 to 133.6; Toronto +.2 to 135.9. On the ba 1969 = 100: Thunder Bay +1.2 to 108.4; Québec C +.8 to 107.7.

City indexes are not as comprehensive in price conte as the Canada consumer price index and may und estimate slightly the degree of price movements o curring. In this connection, the shelter component of t city indexes moved on the basis of changes in re only; changes in both rents and home-ownership co are included in the Canada index. Because home-ow ership costs have increased more rapidly than rents, t housing and all-items indexes for cities have tended underestimate somewhat the rates of price increas particularly over longer periods. Statistics Canada m ultimately incorporate home-ownership prices in c indexes.

ILO tripartism—the key to policy formulation and approval

The International Labour Organization and its relation to a federal state was the topic of a seminar held in Ottawa during early October. Representatives of all provincial Departments of Labour except those of British Columbia and Newfoundland examined such topics as the International Labour Code, operation and programs of the ILO, and the tripartite structure as the functional basis for the ILO. Host for the event was the International Labour Affairs Branch of the Canada Department of Labour.

The meeting was held primarily to familiarize provincial administrators with the ILO, as well as to strengthen federal-provincial co-operation in ILO matters. Conventions adopted by the ILO represent international labour standards and, upon ratification, create binding legal obligations. In the case of a federal state such as Canada, where labour legislation usually falls under both federal and provincial jurisdiction, it is essential to have a mechanism of federal-provincial consultations with respect to the implementation and eventual ratification of the Conventions concerned. Such a mechanism of federal-provincial consultations has been in operation in Canada for some time.

Recently a new feature was added. Following consultation with the provinces a procedure was adopted for recording provincial conformity with ILO Conventions when Canada is not yet in a position to ratify them.

The highlight of the week-long conference was a debate on tripartism—the ILO policy by which workers, managements and governments of member countries are represented by separate delegates in all phases of ILO

de Merlis Kaplansky Mainwaring Duroche

activities. G. H. Durocher, Director of Labour Relations for the Canadian Construction Association, spoke on the management view of tripartism. He noted that the International Organization of Employers, established during the 1920s, has provided a voice for world employers in the affairs of the ILO. Although the attitude of many employers toward the ILO is frequently one of indifference, he saw the ILO as serving a useful function in setting up and supervising global labour standards. Tripartism, because it gives each of the three parties involved in industrial relations a part in policy formulation and approval, is the most effective basis for ILO organization.

Kalmen Kaplansky, Director of the Canada Branch of the ILO, and Special Advisor to the Director-General of the ILO, spoke about the outlook of labour on tri-partism. Pointing out that it is the only existing international forum for labour, he stressed the importance of the ILO as a channel of industrial relations communication. As far as Canadian labour's "benign view" o the ILO is concerned, he noted it was a product of th excellent job being done by governments. Labour ha seen little need to concern itself with defending interest that governments have ably represented in the past.

Asserting that tripartism is essential to effective oper ation of the ILO, Kaplansky added that it gives mor discipline to ILO proceedings than is enjoyed in th United Nations. John Mainwaring, Director of the In ternational Labour Affairs Branch of the Canada De partment of Labour, chaired the tripartism debate an commented on the position of governments. Main waring was recently elected Chairman of the ILO' Governing Body (LG, Sept., p. 453).

Federations of labour conventions

Nova Scotia

Delegates to the 17th annual convention of the Nova Scotia Federation of Labour were presented with several notable resolutions for consideration, including a request by the executive council that two new members be added to the Federation executive in the newly created position of vice-presidents-at-large. The call for appointment of the two new members noted that "there is a need for greater representation on the executive other than on a geographic basis."

In other resolutions, extension of invitations to affiliate for the Teamsters, the United Fishermen and Allied Workers' Union, and other legitimate labour organizations was discussed at the convention. Provincial outlawing of professional strikebreakers in Nova Scotia was also demanded of the provincial Government. An increase in the present provincial minimum wage from $1.55 to $2.50 an hour was put forward in the form of a resolution.

One resolution that stirred controversy between delegates and Nova Scotia Labour Minister Scott MacNutt called for denturists to be allowed to fill orders for dentures without requiring approval by a dentist. The discussion took place immediately before MacNutt's scheduled address to the convention, and dealt with a recent bill defeated in the Nova Scotia legislature that would have given denturists the freedom to prescribe without consultation.

Bill Dodge

Many of the most vicious attacks on organized labour come from "low-paid, exploited, unorganized workers who lack the initiative to join unions and improve their lot." Speaking to Federation delegates, CLC Secretary-Treasurer Bill Dodge added that these same attackers owe many of the advantages they now enjoy to organized labour—pensions, health and welfare legislation, and even the right to vote.

Dodge condemned compulsory arbitration, stating that it was not a fair and equitable way to avoid strikes, and had not succeeded in cases where it has been tried. "Curiously, I find very few employers arguing for compulsory arbitration," he said. "They don't want to be stuck with decisions made by supposedly impartial experts who know nothing about the problems of the workers or the industry either." He emphasized that the right to strike should be recognized as "an essential element in the free bargaining process."

Compulsory arbitration

During the annual convention, policy reports in five areas were presented to the delegates. They dealt with compulsory arbitration, the environment, the oil and natural gas industry, non-resident land ownership and the economic situation.

The statement on compulsory arbitration strongly opposed "any form of compulsory arbitration as a replacement of free collective bargaining in any form of human endeavour, public or private." Also opposed was any attempt to deny democratic rights to any group through classifying them as "essential workers." It noted that

"history has recorded the dismal failure of the arbitration process where it has replaced free collective bargaining; and those countries that have introduced compulsion at the bargaining table have experienced a greater degree of breakdown in labour-management relations than countries that have avoided this patented cure-all of industrial relations."

Environment

The Federation welcomed establishment in Nova Scotia of a Ministry of the Environment, and passage of the Environment Protection Act. It urged that "no time be wasted in proclaiming the Act and empowering the Environmental Council with all the powers given to the Minister as jurisdiction for the Council." Organized labour was called on to work toward the environmental standards set in the Act, and to solicit support from other interest groups to help achieve the standards.

Oil and gas industry

A five-point program, set down as a policy statement on the oil and natural gas industry, called upon the Nova Scotia Government to force oil companies to develop immediately any wells that have been discovered. The program also recommended that the Government insure the processing of locally recovered crude petroleum in local refineries and that spin-off work from the oil industry go to Nova Scotians. If a pipeline were to be built, the policy statement urged that it be publicly owned and operated by a provincial Crown corporation. Lastly, a system of royalties fair to both the province and industry should be adopted. Noting the Alberta example, where royalty percentages have been falling in recent years, the policy statement recommended that royalties be set at 50 per cent of well-head prices and that a minimum of $1.25 per barrel be maintained at all times.

Non-resident landownership

The statement on non-resident landownership pointed out that many rural Nova Scotians are disposing of land holdings to non-Nova Scotians because of a weakening of primary industry in the province that has led to higher living costs. This has forced farmers, fishermen, and lumber workers to sell property as it becomes too expensive for them to retain. The Federation called for "a program to strengthen the position of the primary producer in Nova Scotia, and bring prosperity to the rural population" as the best preventive for the buying of land by non-residents. It also urged a tabulation of property ownership by the Government, plus review of landownership in Nova Scotia by a royal commission. A differential property tax to protect residents from the effects of tax increases on land with high recreational value was also proposed.

Further, the Government should abolish public tax sales by municipal governments. Repossessed land could then be held by the provincial Government as Crown property and leased to individuals for limited time periods. Lastly, a long-term and comprehensive planning of land use was advocated in the policy statement that would safeguard recreational land for future use by Nova Scotians.

Economy policy

Noting that Nova Scotia has the lowest rate of employment increase in Canada, the Federation termed the Government's development efforts as "little short of disaster," adding that "at the same time as the Government is claiming great gains achieved in investment and output, Nova Scotia workers are being economically deprived." It demanded that an overall economic plan be formulated for the province in conjunction with the federal Government; also, that jobs be created to raise average wages and salaries in the province, and that incentive programs be adopted based on wages and job guarantees as opposed to capital subsidies. Recognition was also demanded for the geographic and structural nature of the Canadian economy requiring implementation of appropriately differentiated policies.

Gerald Regan

Environmental protection was the main theme of Nova Scotia Premier Gerald Regan's address to the Federation. Warning that extremism by some people on the environment question could have drastic consequences, he suggested that "a fanatical approach can thwart all development, create vast unemployment, and assure a much lower standard of living for thousands of Nova Scotians." Noting the opposition voiced by some to oil

development on Sable Island because of danger to the ecology, Regan said, "They take that position with complete disregard for the immeasurable benefits the production of oil will bring to Nova Scotians."

Regan said he views unemployment in the province as no greater a problem than the under-employment that sees workers at jobs neither paying well nor fully utilizing their skills. The answer is creation of new, better-paying jobs through industrial development, he said, adding that an extreme approach to environmental protection could thwart this much needed development.

Newfoundland and Labrador

The announcement of changes in provincial legislation were the highlight of this year's annual convention of the Newfoundland and Labrador Federations of Labour. About 170 delegates attending the three-day meeting in St. John's heard Labour Minister Ed Maynard announce forthcoming amendments to the Trade Union Act, to be brought before the next Legislature. **If passed, the changes will eliminate the ex parte injunction** (a legal instrument that allows an employer to have an injunction served against a union without the union being allowed to present its case).

Maynard went on to outline other revisions: the Workmen's Compensation Act would be modified to bring fishermen and farmers under coverage; and children, under certain protective clauses, will be employable if changes in the Employment of Children Act are passed.

New legislation to be proposed includes a wage protection act to replace the present Workmen's Wages Act and improve wage settlement procedures. **Another act will require employers to serve adequate notice prior to large layoffs of employees.** Maynard said that the Report of the Cohen Royal Commission on Labour Legislation, which has been endorsed by the NFL, would be used as valuable resource material for formulating future labour legislation.

The Labour Minister announced also that **an educational program on industrial relations would be introduced in schools at the junior high school level to teach basic concepts of union and industrial organization.** Further, the possibility of bringing an industrial relations program to those people already in the labour force or in junior management, is being studied. He pointed out as well the need for upgrading provincial technical and vocational training to better prepare workers for industry.

The changes announced by Maynard helped placate delegates who earlier had been angered by the failure of Premier Frank Moores to appear at the convention. Moores had been scheduled to address the opening session of the convention, but Social Services and Rehabilitation Minister Tom Hickey took his place, stating that the Premier had suddenly been called on to meet another commitment. Several of the delegates walked off the floor as Hickey was speaking.

Federation President Walter Critchley welcomed all the legislative proposals outlined by Labour Minister Maynard. He termed revocation of the ex parte injunction a "tremendous step forward in labour relations." He also endorsed extension of compensation to cover every person employed in Newfoundland and Labrador, noting in regard to changes to the Employment of Children Act that the Federation had been seeking the stoppage of abuses to children. Federation support was expressed for the Fraser Report's proposal that a municipal income tax be instituted in St. John's to replace property taxes. The Government was urged to enact this and other recommendations of the Report.

Efforts for an all-out campaign to bring greater labour organization to Newfoundland and Labrador were outlined. Immediately after the convention, President Critchley announced, a meeting would be convened of all union business agents, international representatives, and full-time officials throughout the province to ascertain why some locals are still outside the Federation. A co-operative drive to increase union membership would follow.

A number of resolutions dealing with health care were passed by delegates: repeal of the Hospital Act prohibiting strikes by hospital personnel; extension of the Dental Care Plan to cover all school children, not jut those under age 12; legal permission for denturists to operate independent of dentists; and compensation for, and preventive measures against, the disease of asbestosis.

Other resolutions passed demanded an increase in the minimum hourly wage for workers over 18 from $1.40 to $2.50; inception of a mother's allowance program:

formation of a commission for inquiry into dental costs; and inauguration of a provincial auto insurance program.

An important breakthrough in management of the Newfoundland Steel Company Limited plant at Octagon was reached during the convention, partially sparked by actions of the NFL executive. In response to a resolution passed by the convention urging the Federation to determine the future of 300 employees at the mill, talks were arranged between representatives of the Department of Labour, the Steel Company of Canada, and the United Steelworkers of America. This meeting brought confirmation of earlier reports that Stelco would take over operation of the mill for at least the next six months.

In elections, all former members of the executive were returned to office: Walter Critchley, President; John MacKenzie, Secretary-Treasurer; William Parsons, Eastern Vice-President; Michael Neville, Northern Vice-President; Earl Thisle, Western Vice-President; and Arthur Kelly, Central Vice-President. Chesley Beck was elected by acclamation to the newly created position of Southern Vice-President.

Saskatchewan

An economic and social program for the 1970s was endorsed by the Saskatchewan Federation of Labour at its 17th annual convention in Moose Jaw, Saskatchewan, October 12 to 14. The plan called for abolition of unemployment by planned public policies and enforcement of corporate policies, as well as fair prices that would ensure a satisfactory return to farmers for their labour. The program demanded adequate wages, a minimum wage of $2.50 an hour, protection for part-time employees, elimination of poverty, eradication of pollution, and the provision of adequate housing.

Adoption of the program in the form of a resolution followed a panel discussion moderated by Grace Hartman, National Secretary-Treasurer of the Canadian Union of Public Employees. Other panelists were Don Ching, Deputy Minister of Labour; Ken Smith, Chairman of the Federal Social Security Committee; David Keith, President of the Saskatchewan Teachers' Federation; and Roy Atkinson, President of the National Farmers' Union.

About 200 voting delegates attended the three-day meeting to deal with Federation business and hear such speakers as Donald Macdonald, President of the Canadian Labour Congress, and Gordon Snyder, Saskatchewan Minister of Labour. Ross Hale, President of the Saskatchewan Federation, noted in his address that organized labour has recently been under unprecedented attack. **"The old-line parties and their apologists in all walks of life, consistently undermine trade unions on the legislative front** and would adopt the arch-reactionary Nixon-inspired wage and price controls that would be a boon to corporations and restrain wage and salary earners.

"In spite of the hysteria against unions, in spite of the media craze to damn us, in spite of the politicians' desire to blame us for seemingly all the ills of society, in spite of some fear and foreboding among unorganized workers, we can and must organize. Indeed, in spite of all the suspicion employers attempt to generate against us, multitudes of people want the protection of a trade union."

Hale went on to pinpoint legislative improvements over the past year, pointing to the Trade Union Act, forthcoming changes in workmen's compensation, better labour standards and their administration, and the adoption of new approaches in technological change and accident prevention. **He singled out plant shutdowns coupled with mass layoffs, as one area needing greater legislative control.** Wage and price controls should not be implemented, he noted, because they systematically restrain wages and salaries, while prices, interest and profit go without curtailment, thus benefiting the corporations.

Hale dismissed claims that Canada's high unemployment rates are caused by increasing numbers of women entering the workforce, adding that the Canadian percentage of 36.5 is considerably lower than that of other major industrial nations.

Donald Macdonald centred his address on unemployment in Canada, **charging the federal Government with hiding the situation behind a "smoke screen of statistics and meaningless jargon."** Under the Trudeau Govern-

ment, he said, unemployment increased from 4.8 per cent to 6.7 per cent, leaving 573,000 people out of work. He predicted that, if present trends continue, "We shall face unemployment of devastating proportions this winter."

Comparing work lost through unemployment and strikes, Macdonald said that, last year, 13 million man-days of labour were lost by unemployed workers, while the total of man-days lost in strikes was .17 of 1 per cent—the lowest since 1965. He claimed that **the figures on unemployment underestimate its seriousness because Manpower Training, Local Initiative, and Opportunity for Youth programs are counted as employment.** Residents of the Yukon and native people are also not counted in the statistics, and they have unemployment levels of over 80 per cent during the winter, Macdonald charged. Lastly, persons who have completed their education but have not registered in the workforce are included in the figures. "And Canada is going to continue to have the fastest growing labour force in the next five years," Macdonald concluded. **"The Government must know this, but has not taken any steps to provide economic policies to create jobs."**

Discussing labour legislation, Labour Minister Gordon Snyder outlined for delegates several recent significant changes. He noted the increase in the minimum wage, establishment of the 8-hour day, 40-hour week, and the amendment to permit referral by the Labour Department of any equal pay dispute for formal investigation and action by the new Human Rights Commission. Comprehensive changes in legislation may also be expected after completion of a report from a workmen's compensation task force, set up during the past year.

A new Occupational Health Act passed this year will give wide powers to occupational health officers of the Department of Labour, Snyder asserted, and an occupational health committee must be established within any place of employment where 10 or more persons are employed to ensure maintenance of safe and healthy working conditions. Expansion of the government's Women's Bureau will be provided to enable the Bureau to keep pace with the increased number of female members in the workforce.

A resolution calling for strengthening of the Women's Bureau was at one point rejected by convention delegates, without any opposition from the women delegates present. After Grace Hartman criticized the assembly for rejection of the motion, however, it was brought back on the floor and passed, along with two other demands for improvement in working conditions for women.

Important resolutions passed at the convention were: 1. raising of the minimum wage to $2.50 an hour, and mobilization of unionists to press for adoption of the 4-day, 32-hour workweek; 2. implementation of the 32-hour week immediately among government employees, and its inclusion in the New Democratic Party platform; 3. creation of a full range of secondary industries to process the fuel, minerals, fibres and related raw resources found in Saskatchewan; 4. protestation against the film, "Strike," having been presented on CBC television; 5. withholding of incentive development grants to Kraft Foods Limited, and support for the National Farmers' Union boycott of that company by excluding it from government purchase orders; 6. introduction of courses on trade unionism into all levels of provincial education; and 7. inclusion of mine workers in protection under the Occupational Health and Safety Act.

The report of the Saskatchewan Federation's executive council welcomed increased co-operation between the Saskatchewan labour movement and the provincial Government. **It singled out the new Trade Union Act as "an outstanding piece of labour law, the best of its type in Canada."** The report also commended the Government's new outlook on the composition of government boards affecting labour, welcoming and often acting upon recommendations submitted by the Federation. In closing, the report emphasized the need for continuing work in the labour field, expressing concern about trends to increase the length of the working day to 10 or 12 hours.

Book reviews

4 Days, 40 Hours; edited by Riva Poor; Bursk and Poor Publishing, Cambridge, Massachusetts; 144 pages; $6.50 by prepaid mail order, $7.00 C.O.D.; Available in Canada from Peter R. Downing Associates, 5 King Street, Waterloo, Ontario.

Shorter work hours have been a constant demand of organized labour since its earliest days. As MIT professor Paul A. Samuelson notes in the foreword to this book, "To the militant trade unionist, the move toward a 4-day week, whether a 40-hour week or 32-hour week, is one more skirmish in the continuing battle for higher standard wage rates, improved work conditions on the job, and improved fringe benefits for retirement and health needs." The authors examine a transitional phase that, for the present, seems to meet the needs of both labour and management.

The 4-day, 40-hour week is a child of the current 40-hour week and the approaching 4-day, 32-hour week, seeming to combine many advantages of both parents. It allows workers one less workday a week, with the same pay. Management gains because such problems as labour shortages, high turnover and absenteeism are cured while productivity is kept high.

Several interesting points are brought out in the book. In the firms examined, the initiative to adopt the new workweek came from management. Companies on the 4-day, 40-hour week have a generally higher percentage of women workers than the norm; productivity has been maintained, if not improved, in most firms. The 4-day, 40-hour workweek is not confined to one type of business. Manufacture, service, retail, and wholesale—each industry has at least one representative company experimenting with it.

This book is based on results obtained from a study done on 27 firms ranging in size from 5 to 3,500, including Reader's Digest and some terminals of both Gulf and Mobil Oil. It comprises articles from experts in various facets of industrial relations such as the implications for cities, scheduling problems, work and leisure and the looming 3-day workweek.

General topics

Employment review

There were declines in employment and unemployment between July and August. The decrease in actual unemployment was less than usual and in employment more than usual. This resulted in an increase in the seasonally adjusted unemployment rate of from 6.3 in July to 6.7 in August. The labour force declined from 9,368,000 to 9,274,000. Compared with a year ago, the labour force increased by 302,000 or 3.4 per cent; employment rose 254,000 or 3.0 per cent. Unemployment was 48,000 above the level of a year ago.

Employment. The number of employed persons decreased from 8,825,000 to 8,771,000. There was a slight decline in manufacturing although normally it increases between July and August. Trade increased where usually it decreases. Declines in service, 34,000, and public administration, 21,000, were about average for this time of year. The seasonally adjusted employment level in August was 8,361,000, about the same as in July, 8,370,000. Declines in the number of employed persons 14 to 24 years of age, 14,000, and men 25 years of age and over, 9,000, offset increases in employment for women aged 25 and over, 20,000. Employment increased in Québec, decreased in the Prairies, and remained virtually unchanged in other regions.

Unemployment. There were 503,000 unemployed persons in August compared with 543,000 in July. The unadjusted unemployment rate, representing the actual number of unemployed as a per cent of the labour force, was 5.4 in August compared with 5.8 in July.

The seasonally adjusted unemployment rate was 6.7 in August. There was a large increase in the rate for persons aged 14 to 24 but other main groups showed little change. There were increases in the Prairie Region and Ontario and the rate for other regions remained about the same.

U.S. employment

The unemployment rate in the United States was 5.5 per cent in September, basically unchanged from the 5.6 per cent rate for August. The number of unemployed persons was 4,700,000 in September, 200,000 fewer than in the previous month. As the civilian labour force usually declines sharply when large numbers of young people return to school, the labour force declined as expected, by 1,700,000. After seasonal adjustment it totalled 87,000,000 persons. **The number of employed persons advanced 250,000 to 82,000,000,** the increase being almost equally distributed among adult men and teenagers.

Unemployment insurance report

During August, 1972, 22,366 investigations were finalized across Canada. Of these 8,238 were on-premises investigations and 7,348 were selective investigations to verify the fulfilment of statutory conditions. The remaining 1,544 formal investigations and 5,236 post-audit investigations were in connection with claimants suspected of making false statements to obtain benefits. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 2,727. Prosecutions were commenced in 107 cases, all against claimants.

December credits

Conciliation before the Minister of Labour, p. 641, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Certification before the CLRB, p. 639, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Unemployment insurance report, p. 632, originates with the Unemployment Insurance and Manpower Section of Statistics Canada. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Photos. Ontario Hydro: Cover, p. 619. NFB: Cover, p. 616, 618, 620, 621, 622. Murray MacGowan: p. 625, 626.

The TUC and the view from Brighton

Reaction against the Industrial Relations Act dominated proceedings of the annual meeting of the Trades Union Congress, held in Brighton, England, from September 4 to 8. British labour showed its determination to continue to boycott the Act by punishing unions that have submitted to government pressure by registering under the Act. Appeals by 10 unions suspended for registering under the Act were turned down, and suspension was confirmed for a total of 32 unions that refused to abide by the TUC's policy of not co-operating with the Act.

Jack Peel, a leader of the National Union of Dyers, Bleachers, and Textile Workers, was defeated in his bid for re-election to the TUC's General Council. It was a major defeat for unionists wanting co-operation with the Government, for Peel had advocated ending the boycott. Peel had been an influential officer with the TUC, sitting on both the executive and economic committees, and his defeat was viewed as endorsement by the membership of the Congress's boycott policy. Two other members of the Council, Stanley Gretton of the bakers' union and William Hogarth of the seamen's union, were also replaced after their unions were suspended for registering.

The Congress showed defiance also for the policies of the present Conservative administration of Prime Minister Heath by affirming opposition to British entry into the European Common Market. By a vote of 4,892,000 to 3,516,000, the delegates endorsed a resolution urging Britain to remain out of the economic union.

Wage and price controls proposed by the Government also aroused the antipathy of delegates. Sir Sidney Greene, Chairman of the TUC economic committee, said wages were not alone responsible for the rise in the cost of living. In leading the debate on wage policy, he noted that **"the Government now realizes it cannot bring the unions to heel by having a million unemployed,"** but he added that there was still a danger that the union would regard technological change and lack of work a going hand in hand.

"We have always said that improving technology is on of the most important ways in which our living stan dards can be increased," said Sir Sidney, "but the logi of that holds true only against a background of full em ployment and security of employment. I reject com pletely any idea that full employment has suddenly be come an unrealistic objective."

The Congress attacked government policies as the caus of inflation, rather than rising wages, and it instructe the General Council not to agree to any such controls i negotiations with the Government. Instead of any form of wage restraint, the Congress advocated an economi strategy that would include control of rents, profits dividends, and prices. This, it was thought, would giv the redistribution of income that is required to right th inequities present in British society.

Wedgwood Benn, Chairman of the Labour Party promised delegates "total, unconditional and immedi ate repeal" of the Industrial Relations Act by the nex Labour Government. **He promised further that inflatio would be attacked without resort to a wage freeze** Charging that unions had been partly to blame for de feat of the Labour Government in the last elections, he called on unions to show they cared about the needs o others and not just about the wage levels of their mem bers. "Comrades," he concluded, "if we are ready tc serve the people, there is nothing we cannot achieve— together."

One resolution passed lifted the ban on Communist party members being delegates to the annual conference of trades councils. On questions of foreign policy, the TUC expressed its support for the Asians expelled from Uganda and pledged to discuss the question of resettlement with the Government as soon as a statement of government policy was prepared. The TUC's General Council accepted the government decision to offer Britain as a first place of refuge, and recommended that the whole trade union movement co-operate.

Condemning the violence in Northern Ireland, Vic Feather, TUC General Secretary, noted that the voice of the trade union movement in Northern Ireland had always been for moderation, and that peace was attainable if people would work for it. The United States was condemned for the Vietnam war, but other governments were also castigated for supplying the means for the war's continuation.

Decisions of the umpire

CUB 3144. The claimant filed an application for benefit showing that he had worked for the Department of National Defence at a Canadian Forces Base in Ontario from 1953 to 1971, when he was laid off because of the closure of the depot. He stated that his total normal weekly earnings at the time of separation were $119.20. His employer confirmed the layoff and said that the claimant's occupation was that of packer and helper, and indicated that his normal weekly remuneration was $109.60. By telephone, the Department of National Defence told the district office of the Commission that the claimant was paid, upon termination, the sum of $745.28 for 34 days of annual leave that he had not taken in the last three years, and that an amount of $1,600.16, which, according to his contract, represented 14 weeks of severance pay, was placed to his credit in a Registered Retirement Savings Plan with the Canada Trust in London.

The insurance officer notified the claimant that, in accordance with Sec. 172 and 173 of the Regulations, his weekly earnings for 21 weeks beginning on August 29, 1971 and ending on January 22, 1972 had been determined to be $109.60, and for the week beginning January 23, 1972, to be $87.68.

The claimant subsequently lodged an appeal with the Board of Referees, contending that he has been discriminated against. In support of his allegation, the claimant stated that, when a fellow employee was laid off in June 1971, he was given his severance pay and placed it into a registered retirement plan with Canada Trust. He also received unemployment insurance benefits immediately, not subject to income tax, but the claimant was asked to wait 22 weeks, after which time he would have to pay income tax on the benefits received from the Unemployment Insurance Commission.

The Board of Referees held a session in the absence of the claimant, who was represented by the Area Representative, of the Public Service Alliance of Canada, and by an officer at the Canadian Forces Base. The Area Representative told the Board members that Department of Defence employees have, since 1953, been given the choice of opting in or out of unemployment insurance. He also stated that an accumulation of holiday pay should not be considered in any way as earnings for the purposes of the Act. Although the majority of the Board sympathized with the claimant in this case, they nevertheless came to the conclusion that Sec. 173 of the Regulations was clear and direct and that holiday pay was specifically included in the regulations to be allocated as earnings. As a consequence, the appeal was disallowed by a majority vote.

The dissenting member stated that, in accordance with the Department of National Defence policy, the claimant accumulated 34 days holidays plus severance pay, which he could have received prior to the change of the Unemployment Insurance Act and Regulations. The

dissenting member also made reference to, and agreed with, the declaration of the claimant to the effect that there was a form of discrimination involved in this case.

The following observations from the claimant were received by the Umpire:

"As an employee of the Department of National Defence, having opted in favour of, and contributing to, unemployment insurance since 1953, I have been prejudicially affected by the regulations under the new Unemployment Insurance Act.

"We had assurance from our employer, the Government of Canada, that we would receive as a benefit the right to unemployment insurance on retirement and/or layoff. This condition of employment must be considered an 'enshrined right,' and this provision should be and/or should have been the subject of a special provision under the Act for all former Civil Servants and Public Servants of the Department of National Defence.

"Those Department of National Defence employees laid off because of redundancies or because of Canadian Forces Base closures prior to June 27, 1971 have enjoyed the right of this 'grandfather legislation,' and all others after that date have been and will be penalized, and their contributions have been lost to them, even after having paid income tax on same. In addition, I will be further penalized, as I shall not be in receipt of unemployment insurance until February 1972, and will again be required to pay income tax on any benefits I will receive.

"In addition, I have lost a benefit (severance pay) that was won at the bargaining table and at present applies only to Department of National Defence employees. I further appeal the payment of $745.28 for 34 days holidays that I did not take during the past two years and three months. My deferred vacation had the approval of the Department of National Defence.

"I believe that severance pay or accumulated vacation leave should not be taken into consideration, for, in my opinion, these payments are delayed wages. I, as claimant, would have received this during my term of employment had it not been for a collective agreement that protected me when I was laid off—namely the Civil Service Act, March 30, 1962.

"The Unemployment Insurance Commission penalizes a claimant for making, through a collective agreement and departmental regulations, any arrangements of this nature. In addition, as no stamps are being paid for this 'waiting period,' the claimant is further penalized after using up this money and then going on unemployment insurance, as he may find himself in the position that his benefit period will be used up, and in my case, 2... stamps are not available to me toward my next claim. I am of the opinion that this is another flagrant device of the Unemployment Insurance Commission to deny unemployment insurance benefits to me.

"In conclusion, unemployment insurance benefits as currently constituted by the new Unemployment Insurance Act, Regulations 172 and 173, is a 'means test,' and I must prove that I am 'penniless' before I can claim my benefits."

The Department of National Defence informed the regional office of the Commission that the payment of severance pay to the claimant was made according to the contract covering the General Services group (supervisory and non-supervisory), of which the claimant was a member.

The Commission's Chief, Entitlement Division, recommended the Board's decision be upheld.

I can understand, said the Umpire, why the claimant feels that he is the victim of unfairness and that his rights have been interfered with by the new regulations, in that, under the new regulations, holiday pay and severance pay is income to be taken into account for the purpose of determining whether an interruption of earnings has occurred and for purposes related to the payment of benefit. The claimant's representative said all that could be usefully said on behalf of the claimant, but the new regulations have been made law and they apply to the claimant's situation here under consideration.

As stated above, the new regulations have come into effect, and the adjudicating authorities, including the Umpire, are obliged to apply them. The appeal is therefore dismissed.

Railway arbitration

Five cases were heard in Montreal on September 12, 1972. All of the grievances were dismissed.

Case No. 372. Dispute between CN and the United Transportation Union over a conductor's and crew's claims for extra pay.

The conductor's and brakemen's original assignment called for them to work within a 30-mile radius of their home base, but when they reported for duty they were told that they would be doing about 13 miles beyond the 30-mile radius. Two days later they were asked to repeat this assignment. Each time they claimed and were paid on a continuous time basis of 8 hours at straight time and 2 hours and 30 minutes overtime at the road-switcher rates of pay. As well, they had each submitted claims for two additional days pay at through freight rates.

In refusing these additional claims, the company was accused by the union of violating two articles of the collective agreement—namely: "Trainmen assigned to road-switcher service operating on a turn-around basis within a radius of 30 miles ... will be compensated at a rate per day in excess of the basic daily freight rate ... Trainmen may be run in and out and through their regularly assigned initial terminal without regard for rules defining completion of trips ... Eight hours or less shall constitute a day's work, and time in excess of 8 hours will be paid for on the minute basis ..." The second article stated: "In all road service, except passenger service, 100 miles or less ... shall constitute a day's work. Miles in excess of 100 will be paid for at the mileage rates provided."

The arbitrator said that, because the grievors performed work beyond a 30-mile radius, they were entitled to extra pay, and that if this premium had not been paid, the grievance would be allowed to that extent. As far as the second article was concerned, he said, the grievors would be entitled to the minimum referred to for a day's work, but he could not see why they would be entitled to two such payments for the work they did on the day in question. He therefore dismissed the grievances.

Case No. 373. Dispute between CN and the United Transportation Union over demerit marks given to a conductor and his brakeman owing to engine damage.

While an engine was en route, its brake shoes caught on fire, causing extensive damage. The company considered both the conductor and the brakeman responsible and subsequently gave the conductor five demerit marks and suspended him for three days. Ten demerit marks were assessed against the brakeman. The union asked that the discipline be removed from both employees and that the conductor be compensated for lost time on the grounds that "the engine is the responsibility of the engineman." The company refused the request.

In his examination of the facts, the arbitrator noted that it was the conductor's responsibility to see that the usual brake test was made and that it was done properly. When the train first attempted to leave the station and then stopped after going only a few feet, the conductor should have called for a quick check of the braking system. He was riding with the engineman in the cab control car, and when he knew that the engineman had not stopped the train deliberately, he checked the brake at the east end of the cab, but neglected to check the very important independent brake on the engine. This oversight, in the arbitrator's opinion, justified the imposed discipline.

The brakeman was responsible for performing a standard brake test before the train left the station, but it was the union's contention that he had not violated the rule because the engine was not "the rear car of the

train." The arbitrator believed that, even though the engine could not be described as a "car," the brakeman ought to have ensured that the brakes were working. Under the circumstances, the arbitrator said, discipline was justified, and both grievances were denied.

Case No. 374. Dispute between CN and the Brotherhood of Locomotive Engineers over discipline assessed against a locomotive engineer for violating the Uniform Code of Operating Rules.

The company contended that a train driven by a qualified locomotive engineer passed a stop signal. Although the grievor was not actually driving the engine at the time, he was present in the cab, and there was no question as to his responsibility. Both engineers testified that the signal had turned to approach before they started the train after having brought it to a stop. The union asked that the discipline be removed, but the company denied the request.

In the arbitrator's opinion, there was no doubt of the sincerity of the grievor's statement that the signal had changed to an approach before the train went past it. The train was indeed stopped when the signal was at a stop indication, and there was certainly no reason to believe that the grievor deliberately allowed his train to go past the stop signal. But there was also no doubt in the arbitrator's mind that the train did pass the stop signal, and that the grievor had failed to perceive that it had.

"Because of the obvious seriousness of breaches of signal rules," the arbitrator said, "a strict compliance is indicated. In the circumstances of this case, however, it does not appear justified to impose a very severe penalty. It is proper, then, that the lengthy suspension at first imposed be reduced to the demerit marks, as was done. The latter penalty was, however, justified . . . and the grievance must accordingly be dismissed."

Case No. 375. Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over a car record clerk's claim for overtime.

The company had called an agent-operator to work four hours on three different rest days. On each of the days worked, the agent-operator spent approximately two hours and 30 minutes doing work normally performed on a regular working day, and approximately one hou and 30 minutes performing other duties. The grievor, car record clerk, submitted a grievance claiming fou hours pay at the overtime rate, on the basis that some o the duties performed by the agent-operator were thos of a car record clerk. The Brotherhood contended tha by giving the work to the agent-operator, the compan violated the collective agreement.

On reviewing the grievance, the arbitrator agreed with the company that the particular tasks performed on th days in question not only came within a car record clerk's duties, but also could be performed within the scope of the agent-operator's duties. The grievance wa therefore dismissed.

Case No. 376. Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over a time claim.

Two porters called for service on two different trains decided, with the company's permission, to exchange assignments. The Brotherhood contended, however, tha the exchange of assignments was not in accordance with the collective agreement, and that a third man, another porter, was entitled to the time claimed. The company denied the claim on the basis that, in their opinion, there was no violation of the agreement.

In switching assignments, the arbitrator said, neither man had actually refused his assignment. If an assignment had been refused, the grievor would have had cause for complaint because he should have been offered the job. It is true, the arbitrator stated, that the collective agreement does not provide for the exchange of assignments, and that no one would expect to see it included in the agreement. An exchange of assignments, however, is not necessarily a violation of the collective agreement. "In my view, it would be such only if the rights of an employee were adversely affected," he said. The fact that the other two porters had decided for their own convenience, and with the company's permission, to switch their assignments, did in no way affect the position of the grievor. The case was therefore dismissed.

Certification

The Canada Labour Relations Board met for two days during September. It granted eight applications for certification, rejected two, ordered two representation votes and permitted the withdrawal of two applications. During the month, the Board received five applications for certification and five requests for review of previous decisions.

Applications for certification granted. The Public Service Alliance of Canada was certified as the bargaining agent on behalf of a unit of employees of Laurentian Pilotage Authority, Montreal, Qué., employed in Montreal, Québec City, and Les Escoumins, Qué. (LG, Oct., p. 542).

The Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent on behalf of a unit of truck drivers, dockmen and mechanics, employed by D.C.B. Industries Ltée, Montreal, Qué. (LG, Aug., p. 439).

The General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent on behalf of a unit of employees of M.J. Campbell, Inc., Weston, Ont. (LG, Sept., p. 490).

The Teamsters Local Union No. 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent on behalf of a unit of employees of Dallas & Mavis Ltd., Kelowna, B.C. (LG, Oct., p. 544).

The Canadian Union of Public Employees was certified as the bargaining agent on behalf of a unit of security force employees employed by the Cape Breton Development Corporation, Sydney, N.S. (LG, Oct., p. 544).

The National Association of Broadcast Employees and Technicians was certified as the bargaining agent of a unit of employees of Multiple Access Limited, Toronto, Ont., employed at Montreal, Qué., in television broadcasting station CFCF-TV and radio stations CFCF, CFQR-FM and CFCX (LG, Oct., p. 544).

The International Association of Machinists and Aerospace Workers was certified as the bargaining agent on behalf of certain employees of Wardair Canada Ltd., Edmonton, Alta. Certification was granted by way of adding employees classified as baggage handler and baggage handler-cleaner to the unit of the company's employees for which the union was certified on October 27, 1971 (LG, Jan., p. 40; Nov. p. 594).

The Teamsters' Local Union No. 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, was certified as the bargaining agent on behalf of a unit of trucking employees employed in the Yukon Territory by Dawson Construction Limited, Vancouver, B.C. (LG, Nov., p. 594).

Applications for certification rejected. Syndicat des Employés de l'Administration de Pilotage des Laurentides (CSN), applicant, Laurentian Pilotage Authority, Montreal, Qué., respondent, and Public Service Alliance of Canada, intervener. The application was rejected as not having the support of the majority of the employees eligible to cast ballots in the representation vote conducted by the Board (LG, Aug., p. 439) (see Applications for Certification Granted).

Public Service Alliance of Canada, applicant, and Atomic Energy of Canada, Ottawa, Ont., respondent. The Board found that the unit of employees appropriate for collective bargaining comprised certain technical employees in the respondent's Commercial Products division at South March, Ont., and at Tunney's Pasture, Ottawa. The application was rejected as not being supported by the majority of the employees in the unit found appropriate by the Board.

Representation votes ordered. The Board ordered a representation vote in an application for certification made by the Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, in respect of a unit of employees of Roberval Express Limitée, Longueuil, Qué. The name of the presently certified bargaining agent, Syndicat du Transport Routier, will appear on the ballot as well as that of the applicant union (Returning Officer: J. J. de G. Loranger) (LG, Sept., p. 489).

The Board ordered a representation vote in cross applications for certification made by the Public Service Alliance of Canada and Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union, in respect of a unit of employees of Pacific Pilotage Authority, Vancouver, B.C. (Returning Officer: R. F. Langford) (LG, Oct., p. 544).

Applications for certification withdrawn. Teamsters' Local Union No. 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Van Marnel Construction Company Limited, Whitehorse, Y.T., respondent (LG, Nov., p. 594).

Teamsters' Local Union No. 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Herschel Construction Company Limited, Whitehorse, Y.T., respondent (LG, Nov., p. 594).

Applications for certification received. General Truck Drivers' Union Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers Union Local 141, and Teamsters, Chauffeurs, Warehousemen and Helpers Union Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed by Lou's Transport Co. Ltd., Rexdale, Ont. (Investigating Officer: M. K. Carson).

Brotherhood of Locomotive Engineers on behalf of a unit of locomotive firemen, helpers and hostlers, employed by Ontario Northland Railway, North Bay, Ont. (Investigating Officer: H. A. Fisher).

Public Service Alliance of Canada on behalf of a unit c certain head office employees of National Harbour Board, Ottawa (Investigating Officer: A. F. Tulloch).

General Truck Drivers' Union Local 938, Internationa Brotherhood of Teamsters, Chauffeurs, Warehouseme and Helpers of America, on behalf of a unit of employ ees of North Queen Transport Limited, Etobicoke, Ont (Investigating Officer: M. K. Carson).

Canadian Brotherhood of Railway, Transport and Gen eral Workers, on behalf of a unit of employees of Ai Terminal Transport Ltd., Malton, Ont. (Investigatin Officer: M. K. Carson).

Requests for review received. Teamsters' Local Union No. 213 (formerly Building Material, Construction and Fuel Truck Drivers' Union, Local 213) International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, is the applicant in five requests for review of Board decisions as follows:

(a) Dated June 4, 1968, in respect of a unit of employees of Yukon Enterprises Limited, Whitehorse, Y.T. (LG 1968, p. 480).

(b) Dated June 13, 1968, in respect of a unit of employees of General Enterprises limited, Whitehorse, Y.T. (LG 1968, p. 543).

(c) Dated June 10, 1970, in respect of a unit of employees of Builders Supplyland, Division of Stratford Motel (Yukon Ltd.), Whitehorse, Y.T., respondent.

(d) Dated March 5, 1971, in respect of a unit of employees employed in the Yukon Territory by Humphrey Construction Ltd., North Vancouver, B.C. (LG 1971, p. 397).

(e) Dated March 5, 1971, in respect of a unit of engineers, conductors and brakemen, employed in the Yukon Territory by The British Yukon Railway Company, Vancouver, B.C. (LG 1971, p. 398).

Conciliation

During September the Minister of Labour appointed conciliation officers to deal with the following disputes:

Alberni Cable Television Limited, Port Alberni, B.C., and International Brotherhood of Electrical Workers, Local 230 (Conciliation Officer: R. F. Langford).

Messabec Limited, Montréal, Québec, and Canadian Marine Officers' Union (representing licensed engineers employed aboard "M/V Québec") (Conciliation Officer: J. J. de Gaspé Loranger).

CKAC Limited, Montréal, Québec, and United Workers of Radio and Television, Local 291 (CLC) (Conciliation Officer: G. R. Doucet).

Canadian National Hotels Limited (Macdonald Hotel) Edmonton, Alberta, and Hotel and Restaurant Employees' and Bartenders' International Union, Local 93 (Conciliation Officer: George W. Rogers).

Perma Construction Ltd., Whitehorse, Y.T., and International Union of Operating Engineers, Local 115 (Conciliation Officer: A. A. Franklin).

Radio Saguenay Limited (CKRS—CKRS-TV) Jonquière, Québec, and le Syndicat des employés et techniciens en radio et T.V. Saguenay Lac St-Jean (CSN) (Conciliation Officer: J. J. de Gaspé Loranger).

Logistec Corporation; Terminus Maritime Inc., and Clarke Traffic Services Ltd., Sept-Iles, Québec, and United Steelworkers of America, Local 5197 (Conciliation Officer: S. T. Payne).

Trucking Association of Québec Inc., Montréal, Québec (representing certain trucking companies under federal jurisdiction) and the Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: Marcel Archambault).

Westmount Moving and Warehousing Limited, Montréal, Québec, and the Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: Marcel Archambault).

Radio Futura Ltée (CKVL), Verdun, Québec, and le Syndicat général de la radio (CSN) CKVL (Conciliation Officer: Marcel Archambault).

Settlements by conciliation officer. Superior Cartage (Lakehead) Limited, Thunder Bay, Ontario, and Teamsters' International Union, Local 990 (Conciliation Officer: A. E. Koppel) (reassigned to M. K. Carson) (LG, Oct., p. 545).

Yukon Freight Lines Limited, Whitehorse, Y.T., and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 31 and 362 (Conciliation Officer: R. F. Langford) (LG, Oct., p. 545).

Smit and Cory International Port Towage Limited, Halifax, N.S., and Seafarers' International Union of Canada (Conciliation Officer: C. A. Ogden) (LG, Oct., p. 545).

Len Doey Construction, Whitehorse, Y.T., and United Brotherhood of Carpenters and Joiners of America, Local 2499 (Conciliation Officer: R. F. Langford) (LG, Aug., p. 434).

Conciliation board appointed. Nordair Limited, Montréal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (representing employees of Maintenance, Traffic, Operations and Stores Division) (LG, Sept., p. 491).

Conciliation board fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Lakehead Harbour Commission, Thunder Bay, Ontario, and Lakehead Harbour Police Association (LG, Nov., p. 595) was fully constituted with the appointment of Dr. Arjun P. Aggarwal of Thunder Bay, as chairman. Dr. Aggarwal was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee C. B. Devlin, and union nominee Allan Guerard, both of Thunder Bay.

Conciliation board report received. Hudson-Yukon Mining Co. Limited (employees in the Yukon Territory) and Tunnel and Rock Workers' Local 168, Labourers' International Union of North America (LG, Nov., p. 596). (Full text appears in Supplement No. 6, 1972).

Settlements reached after conciliation board procedure. Canadian Pacific Railway Company (S.S. "Princess of Acadia," Bay of Fundy Service) and Seafarers' International Union of Canada (LG, Oct. p. 546).

Hudson-Yukon Mining Co. Limited (employees in the Yukon Territory) and Tunnel and Rock Workers' Local 168, Labourers' International Union of North America (see above).

Strike action. Canada Steamship Lines Limited, Montréal, Québec, and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (strike commenced September 8) (LG, Nov., p. 596).

Kraus Transport Ltd., Mississauga, Ontario, and General Truck Drivers' Union, Local 938 (despite earlier walkout, legal strike commenced September 16) (LG, Oct., p. 545).

Dispute in which conciliation board not appointed. Kraus Transport Ltd., Mississauga, Ontario, and General Truck Drivers' Union, Local 938 (see above).

Dispute lapsed. Voyageur (1969) Inc. (Abitibi Division), and Canadian Brotherhood of Railway, Transport and General Workers (LG, Dec. 1971, p. 803).

Publications in the library

List No. 284

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

Anarchism and anarchists

No. 1—Goldman, Emma. Red Emma speaks; selected writings and speeches, by Emma Goldman. Compiled and edited by Alix Kates Shulman. [1st ed.] New York, Random House [1972] 413 p.

Civil service

No. 2—Lapointe, Gérard. Essais sur la fonction publique québécoise. [Ottawa, Information Canada, 1971] 338 p.

Corporations

No. 3—Conference Board. The board of directors: new challenges, new directions. New York, 1972. 73 p.

No. 4—Conference Board. Corporations and their outside auditors, by Bruce S. Berlin and Francis J. Walsh. New York, 1972. 42 p.

Day nurseries

No. 5—Keyserling, Mary (Dublin). Windows on day care; a report on the findings of members of the National Council of Jewish Women on day care needs and services in their communities. New York, National Council of Jewish Women [c1972] 248 p.

Economic conditions

No. 6—Auld, Douglas A. L., ed. Economics: contemporary issues in Canada. Toronto, Holt, Rinehart and Winston [c1972] ix, 180 p.

No. 7—Boreham, Gordon Francis. Economic thinking in a Canadian context [by] Gordon F. Boreham [and] Richard H. Leftwich. Toronto, Holt, Rinehart and Winston of Canada [c1971] viii, 792 p.

No. 8—Canada. Department of Finance. Economic review; a general review of recent economic developments, presented by the Hon. John N. Turner, M.P., Minister of Finance. [Ottawa, Information Canada, 1972] 172 p.

Economic policy

No. 9—Doern, George Bruce. Political policy-making: a commentary on the Economic Council's Eighth annual review and the Ritchie Report. [Montreal] Private Planning Association of Canada [1972] 25 p.

Executive ability

No. 10—Copeman, George Henry. The chief executive and business growth; a comparative study in the United States, Britain and Germany. London, Leviathan House [1971] xi, 362 p.

Great Britain. National Board for Prices and Incomes

No. 11—Fels, Allan Herbert Miller. The British Prices and Incomes Board. Cambridge [Eng.] University Press, 1972. 298 p.

Hours of labour

No. 12—Wheeler, Kenneth E. The four-day week; an AMA research report, by Kenneth E. Wheeler, Richard Gurman [and] Dale Tarnowieski. [New York] American Management Association [1972] 41p.

Industrial disputes

No. 13—Burgoyne, Arthur Gordon. Homestead; a complete history of the struggle between the Carnegie Steel Company and the Amalgamated Association of Iron and Steel Workers, July 1892. New York, A. M. Kelly, 1971 [c1893] viii, 298 p.

No. 14—Vadeboncœur, Pierre. 366 jours et tant qu'il en faudra; vive les gars de Lapalme, par Pierre Vadeboncœur ... avec la collaboration du Syndicat des employés du transport postal de Montréal (Lapalme-CSN) [Montréal, 1971] 94 p.

Industry

No. 15—U.S. Technical Committee on Industrial Classification. Standard industrial classification manual. 1972 [ed. Washington, GPO, 1972] 649 p.

Labour history

No. 16—Committee on Canadian Labour History. Bulletin no 1. [Toronto, York University, Glendon College, Dept. of History, 1971] 31 p.

Labour laws and legislation

No. 17—Canada. Department of Labour [Explanatory material to accompany Bill C; an act to amend the Canada labour code. Ottawa, 1971-72] Contents: Act to amend the Canada labour code (Part V, Industrial relations); statement issued by the Hon. Martin O'Connell, after first reading. March 27, 1972. Act to amend the Canada labour code (Part V, Industrial relations); highlights and background. March 27, 1972. Bill to revise the Canada labour code (industrial relations and disputes investigation act); statement issued by the Hon. Bryce Mackasey, after first reading. June 28, 1971. Bill to revise the Canada labour code (industrial relations and disputes investigation act); highlights and background. June 28, 1971.

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No. 21—Lomax, John Avery. Folk song U.S.A., the 11 best American ballads, collected, adapted and arranged by John A. Lomax and Alan Lomax. New York, Meredith Press, 1968. 407 p.

Labour mobility

No. 22—Aronson, Robert Louis. Components of occupational change in the United States, 1950-1960. Ithaca. New York State School of Industrial & Labor Relations, Cornell University, 1969. vii, 85 p.

Labour organization

No. 23—Bogaert, Michael van den. Trade unionism in Indian ports: a case study at Calcutta and Bombay. New Delhi, Shri Ram Centre for Industrial Relations [c1970] 196 p.

No. 24—Canada. Department of Labour. Economics and Research Branch. Labour organizations in Canada, 1971. Organisations de travailleurs au Canada, 1971. Ottawa, Information Canada, 1972. 156 p.

No. 25—General Council of Trade Unions of Japan (SOHYO). This is SOHYO; Japanese workers and their struggles, 1972. [Tokyo, 1972] 194 p.

Labour organization—history

No. 26—Marlow, Joyce. The Tolpuddle Martyrs. [London] Andre Deutsch [c1971] 320 p.

Labour organization—political activities

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Labour Party (Great Britain)

No. 28—Labour Party (Great Britain) Report of the 70th annual conference of the Labour Party, Brighton, October 4-8, 1971. London, 1972. 404, [1] p.

Labour turnover

No. 29—Conference Board. Salesmen's turnover in early employment, by David A. Weeks and Milton J. Stark. [New York, 1972] 41 p.

Monopolies

No. 30—Conference Board. Antitrust problems and national priorities; competitive measures and competitive facts. Eleventh Conference on Antitrust Issues in Today's Economy; transcript of conference, March 2, 1972. New York, 1972. 37 p.

Telecommunication

No. 31—Canada. Telecommission. Regulatory bodies: structures and roles. [Ottawa, Information Canada, 1972] 129 p.

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No. 32—Nova Scotia. Department of Labour. Economics and Research Division. Collective agreement survey in Nova Scotia hospitals. Halifax. Library has: 1966, 1969, 1971.

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No. 39—Leseur-Vautier, Françoise, ed. British women, 1870-1970 [by] Françoise Leseur-Vautier [and] Henri Kerst. Paris, Masson [c1972] 112 p.

No. 40—Liberal Party (Canada). Task Force on the Status of Women. Final report [by] Jan Steele, Esther Greenglass [and] Marie Gibeault. Ottawa, 1972. [12], 7 p.

Work simplification

No. 41—U.S. Social and Rehabilitation Service. Work measurement and work simplification; design for organization, implementation, and management of a work study program. [Washington, U.S. Department of Health, Education, and Welfare, Social and Rehabilitation Service, Assistance Payments Administration, [1972] 1 v. (various pagings)

Labour statistics

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended September 16, 1972		8,840	— 4.7	+ 2.
Employed	September	8,381	— 4.4	+ 2.
Agriculture	"	538	— 5.6	— 4.
Non-agriculture	"	7,842	— 4.4	+ 2.
Paid workers	"	7,323	— 4.7	+ 3.
At work 35 hours or more	"	6,785	+ 5.8	+ 3.
At work less than 35 hours	"	1,212	+ 15.1	— 2.
Employed but not at work	"	384	— 70.5	+ 6.
Unemployed	"	459	— 8.7	+ 5.
Atlantic	"	49	— 5.8	+ 11.
Québec	"	159	— 15.0	— 1.
Ontario	"	140	— 4.1	+ 6.
Prairie	"	50	— 10.7	+ 6.
British Columbia	"	61	— 1.6	+ 22.
Without work and seeking work	"	445	— 7.7	+ 6.
On temporary layoff up to 30 days	"	15	— 28.6	+ 7.
INDUSTRIAL EMPLOYMENT (1961 = 100)†	June	132.4	+ 1.8	+ 0.
Manufacturing employment (1961 = 100)†	"	125.2	+ 0.5	+ 0.
IMMIGRATION	1st 6 mths. 1972	54,313	—	— 8.
Destined to the labour force	"	27,113	—	— 12.
STRIKES AND LOCKOUTS				
Strikes and lockouts	August	89	— 16.0	— 29.
No. of workers involved	"	36,823	— 60.0	+ 28.
Duration in man days	"	647,360	— 44.7	+ 75.
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	June	149.05	+ 1.2	+ 8.
Average hourly earnings (mfg.)†	"	3.51	—	+ 6.
Average weekly hours paid†	"	40.3	+ 1.3	+ 1.
Consumer price index (1961 = 100)	"	138.5	+ 0.1	+ 4.
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	"	135.7	+ 0.2	+ 3.
Total labour income (millions of dollars)†	"	4,877.8	+ 3.4	+ 10.
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	August	192.3	— 0.8	+ 0.
Manufacturing	"	190.1	— 0.7	+ 2.
Durables	"	215.7	— 1.0	— 0.
Non-durables	"	169.8	— 0.4	+ 4.
NEW RESIDENTIAL CONSTRUCTION**				
Starts	August	19,123	— 2.6	—
Completions	"	18,865	+ 42.6	—
Under construction	"	158,967	— 0.4	—

* Estimates of the labour force, the employed and the unemployed, are from **The Labour Force**, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Strikes and Lockouts, 1967-1972

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockout	Workers Involved	Duration in Man-Days: Man-Days	Per Cent of Estimated Working Time
1967	498	522	252,018	3,974,760	0.25
1968	559	582	223,562	5,032,730	0.32
1969	566	595	306,799	7,751,880	0.46
1970	503	542	261,706	6,539,560	0.39
†1971	547	569	239,631	2,866,590	0.16
†1971—August	63	126	28,767	369,510	0.24
September	40	118	28,021	286,600	0.22
October	38	101	36,673	316,470	0.22
November	46	94	20,240	232,810	0.15
December	27	81	14,171	152,590	0.10
†1972—January	39	80	16,967	133,640	0.09
February	35	78	28,153	239,330	0.16
March	40	89	231,680	370,120	0.24
*April	38	94	232,706	1,812,570	1.30
*May	50	107	62,198	1,026,810	0.65
*June	55	117	118,587	1,209,780	0.75
*July	36	106	92,102	1,162,030	0.75
*August	29	89	36,823	647,360	0.38

* Preliminary. †Revised

Strikes and Lockouts, August, 1972, by Industry, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	1	800	6,400
Mines	2	8	5,138	103,440
Manufacturing	18	49	10,449	177,830
Construction	3	10	3,811	38,380
Transportation and utilities	4	8	15,463	300,780
Trade	2	7	361	2,730
Finance	—	—	—	—
Service	—	6	801	17,800
Public administration	—	—	—	—
ALL INDUSTRIES	29	89	36,823	647,360

Strikes and Lockouts, August, 1972, by Jurisdiction (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	5	2,664	53,260
Prince Edward Island	—	—	—	—
Nova Scotia	1	1	85	430
New Brunswick	—	1	294	6,470
Quebec	13	30	6,407	116,470
Ontario	12	32	21,564	384,110
Manitoba	—	4	642	14,070
Saskatchewan	—	2	473	9,530
Alberta	—	—	—	—
British Columbia	—	10	1,336	18,730
Federal	3	4	3,358	44,290
ALL JURISDICTION	29	89	36,823	647,360

Strikes and Lockouts Involving 100 or More Workers, August, 1972, (Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date — Termination Date	Major Issues Result
Forestry						
Forest Industrial Relations, Coast-wide, B.C.	Woodworkers (AFL-CIO/CLC)	800	6,400	62,800	Apr. 17 — Aug. 14	Workers want to equalize earnings in all camps—73¢ per hr wage increase, other improved benefits.
Mines						
Metal						
Iron Ore Co. of Canada, Labrador City, Nfld.	Steelworkers Locs. 5795 & 6731 (AFL-CIO/CLC)	1,550	35,650	85,250	June 16 —	Wages, other benefits—
Iron Ore Co. of Canada, Schefferville, Qué.	Steelworkers Loc. 5567 (AFL-CIO/CLC)	600	13,800	32,400	June 17 —	Wages, working conditions, pension plan—
Québec Cartier Mining, Gagnon and Port Cartier, Qué.	Steelworkers Loc. 5778 (AFL-CIO/CLC)	1,250	28,750	66,250	June 20 —	Wages, working conditions, pension plan—
Lornex Mining Corp., Highland Valley, B.C.	Steelworkers Loc. 7619 (AFL-CIO/CLC)	400	9,200	17,200	July 3 —	Hours of work—
Heath Steel Mines Ltd., Little River, N.B.	Steelworkers Loc. 5319 (AFL-CIO/CLC)	294	6,470	11,760	July 6 Aug. 31	Wages—10% wage increase retroactive to June 1, 1972, 8% June 1, 1973, 6% June 1, 1974.
Wabush Mines, Wabush, Nfld.	Steelworkers Loc. 6285 (AFL-CIO/CLC)	592	7,580	18,150	July 7 Aug. 18	Wages, job classifications—75¢ per hr. increase over 3-yr. agreement; other improved benefits.
NON-METAL						
Carey Canadian Mines, East Broughton, Cté Beauce, Qué.	Metallurgists', Miners and Chemical Workers Federation (CNTU)	304	810	810	Aug. 2 Aug. 4	Wages, hours, other benefits—22¢ per hr. wage increase in 1972, 20¢ in 1973, 23¢ in 1974; 4 weeks vacation after 17 years, other improved benefits.
National Asbestos Mines Ltd., Thetford Mines, Qué.	Metallurgists', Miners and Chemical Workers Federation (CNTU)	148	1,180	1,180	Aug. 9 Aug. 21	Wages, other matters—Return of workers, further negotiations.
Manufacturing						
FOOD AND BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	8,360	25,650	May 26 —	Wages, hours—

Strikes and Lockouts Involving 100 or More Workers, August, 1972, (Preliminary) (Cont.)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date / Termination Date	Major Issues Result
			August	Accumulated		
General Foods Ltd., Cobourg, Ont.	Food Workers Loc. P1230 (AFL-CIO/CLC)	800	800	23,200	June 21 Aug. 2	Wages—$1.10 per hr. increase spread over 32-month contract; other improved benefits.
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	8,030	16,480	June 29 —	Wages, hours, overtime pay, paid holidays—
Chaine Cooperative Du Saguenay, St-Bruno, Lac St-Jean, P. Qué.	Commerce Employees (CNTU)	330	4,950	4,950	Aug. 14 —	Wages, hours, other benefits—
Gorton Pew, Magdalen Islands P. Qué.	Steelworkers (AFL-CIO/CLC)	425	5,950	5,950	Aug. 14 —	Not reported—
TOBACCO PRODUCTS						
Simon Cigar Co. Ltd., St. Laurent, Qué.	Tobacco Workers Loc. 328 (AFL-CIO/CLC)	280	6,440	11,760	July 5 —	Not reported—
LEATHER						
Brown Shoe Company of Canada Ltd., Perth, Ont.	United Textile Workers Loc. 365 (AFL-CIO/CLC)	158	2,050	2,050	Aug. 9 Aug. 28	Wages, other benefits—23¢ an hr. increase spread over 30 months; improved sick benefits and vacation with 25 or more years of service.
TEXTILES						
Brinton Carpets, Lindsay, Ont.	Textile Workers' Union Loc. 1381 (AFL-CIO/CLC)	264	5,810	8,980	July 14 —	Wages—
KNITTING MILLS						
Morbern Industries Ltd., Cornwall, Ont.	Leather and Plastic Workers Loc. 15 (AFL-CIO/CLC)	160	320	320	Aug. 23 Aug. 25	Protesting working conditions— Return of workers pending discussions with the company.
WOOD						
Fourteen firms wood industry, Québec, Qué.	Building and Woodworkers' Federation (CNTU)	300	—	12,300	June 5 Aug. 1	Wages, vacations, holidays—$1.10 per hr. increase spread over 3 years.
PAPER						
Nashua Canada Ltd., Peterborough, Ont.	Printing Pressmen Loc. 520 (AFL-CIO/CLC)	153	510	510	Aug. 15 Aug. 21	Wages, other benefits—30¢ per hr. increase first year, 30¢ second year; improved fringe benefits.
PRIMARY METALS						
Canadian Reynolds Metals Ltd., Baie Comeau, Qué.	Metallurgists', Miners and Chemical Workers Federation (CNTU)	960	19,200	44,160	June 23 Aug. 29	Wages, isolation pay—Not reported.

Strikes and Lockouts Involving 100 or More Workers, August, 1972, (Preliminary) (Cont.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days August	 Accumulated	Starting Date Termination Date	Major Issues Result
Sydney Steel Corporation, Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO/CLC)	237	-	240	July 31 Aug. 1	Jurisdictional dispute—Not reported.
METAL FABRICATING						
Schlage Lock Co. of Canada Ltd., Vancouver, B.C.	Machinists Loc. 692 (AFL-CIO/CLC)	126		5,790	May 28 Aug. 1	Not reported—63¢ an hr. increase spread over 2 years; additional statutory holiday, other improved benefits.
Manitoba Bridge and Engineering Works, Winnipeg, Man.	Steelworkers Loc. 4087 (AFL-CIO/CLC)	275	6,050	17,875	June 1	Wages, hours, fringe benefits—
Dominion Bridge Co. Ltd., Winnipeg, Man.	Steelworkers Loc. 4095 (AFL-CIO/CLC)	283	6,230	13,310	June 26	Wages, fringe benefits—
Locweld and Forge Products Ltd., Montréal, Qué.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	320	7,360	8,960	July 25 –	Not reported—
Five structural iron and steel companies, Montréal, Qué.	Steelworkers (AFL-CIO/CLC)	412	8,630	8,630	Aug. 2	Not reported—
London Steel Industries, London, Ont.	Steelworkers Loc. 4133 (AFL-CIO/CLC)	103	100	100	Aug. 21 Aug. 22	Not reported—Not reported.
Mueller's Ltd., Sarnia, Ont.	Auto Workers Loc. 456 (CLC)	109	600	600	Aug. 24	Wages—
TRANSPORTATION EQUIPMENT						
De Havilland Aircraft of Canada Ltd., Downsview, Ont.	Auto Workers Loc. 112 (CLC)	911	20,040	143,020	Jan. 20	Wages, other matters—
Gould Manufacturing of Canada Ltd., St. Thomas, Ont.	Machinists Loc. 1975 (AFL-CIO/CLC)	500	11,000	11,500	July 29	Wages, fringe benefits—
Canadian Acme Screw and Gear Ltd., Weston, Ont.	Auto Workers Loc. 984 (CLC)	500	3,500	3,500	Aug. 23	Refusing to grant the company a second 18-month wage freeze—
NON-METALLIC MINERAL PRODUCTS						
Domtar Construction Materials Ltd., Delson, Qué.	Chemical Workers Loc. 602 (CLC)	100	2,300	8,800	Apr. 29	Wages, management rights, other matters—
Cegelec Industrie Inc., La Prairie, Qué.	Metallurgists', Miners and Chemical Workers Federation (CNTU)	170	3,910	13,770	May 10 –	Delayed negotiations in a new contract—
Pilkington Brothers Canada Ltd., Scarborough, Ont.	Glass and Ceramic Workers Loc. 295 (AFL-CIO/CLC)	685	15,070	39,050	June 12 –	Seniority, sick pay—

Strikes and Lockouts Involving 100 or More Workers, August, 1972, (Preliminary) (Cont.)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues Result
CHEMICAL PRODUCTS						
DuPont of Canada Ltd., Maitland, Ont.	Chemical Workers Loc. 536 (CLC)	535	11,770	46,010	May 1 —	Wages—
Brockville Chemical Industries Ltd., Maitland, Ont.	Chemical Workers Loc. 721 (CLC)	147	1,320	1,320	Aug. 10 Aug. 23	Wages, cost of living provision, shift and Sunday premiums—44¢ per hr. increase spread over 22 months; shift premium increased.
MISCELLANEOUS MANUFACTURING						
F. Baillargeon Ltée, St-Constant, Qué.	Chemical Workers (CLC)	121	1,570	1,570	Aug. 15 —	Not reported—
Sperry Gyroscope (Ottawa) Ltd., Ottawa, Ont.	Auto Workers Loc. 641 (CLC)	132	1,320	1,320	Aug. 18 —	Wages, vacations, holidays, better pension plan—
Construction						
The Saskatchewan Construction Association Labour Relations Council, Various locations, Saskatchewan.	Bricklayers Loc. 1 (AFL-CIO/CLC)	450	—	20,480	May 29 Aug. 1	Wages—Wage increase, other improvements.
Toronto Construction Association, Metro Toronto, Ont.	Labourers Loc. 506 (AFL-CIO/CLC)	1,000	4,000	10,000	July 24 Aug. 4	Wages, other benefits—Not reported.
Kingston Construction Association, Kingston Area, Ont.	Labourers Loc. 247 (AFL-CIO/CLC)	103	—	620	July 24 Aug. 1	Wages—75¢ per hr. pay package increases immediately, 20¢ an hr. increase Nov. 1, 1972; other benefit.
Sault Ste. Marie Builders Exchange, Sault Ste. Marie, Ont.	Labourers Loc. 1036 (AFL-CIO/CLC)	300	1,800	2,700	July 27 Aug. 10	Wages, vacation pay—53¢ per hr. wage package increase eff. Aug. 10, 1972, 20¢ Dec. 1, 1972.
Masonry Contractors Association of Toronto, Metro Toronto, Ont.	Bricklayers (AFL-CIO/CLC)	1,500	19,500	21,000	July 31 Aug. 21	Wages, fringe benefits—$1.10 per hr. increase over two-year contract; 21¢ in fringe benefits.
St-Paul Construction, St-Paul d'Abbotsford, Qué.	CNTU	175	1,230	1,230	Aug. 23 —	Not reported—
Canadian Electrical Manufacturers Assoc., Province-wide, Ont.	Elevator Constructors Loc. 90 (AFL-CIO/CLC)	211	420	420	Aug. 30 —	Protest over lack of progress in negotiations for a national contract—
Transportation and Utilities						
TRANSPORTATION						
*B.C. Maritime Employers Assoc., Six B.C. ports, B.C.	Longshoremen & Warehousemen, Loc. 500 (CLC)	3,300	43,500	43,500	Aug. 7 —	Hiring hall practices, wages, dental care plan, pensions, health, and welfare coverage—

Strikes and Lockouts Involving 100 or More Workers, August, 1972, (Preliminary) (Concluded)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues Result
			August	Accumulated		
POWER, GAS AND WATER						
Ontario Hydro (Rotating) Province-wide, Ontario.	Public Employees Loc. 1000 (CLC)	12,000	255,950	498,740	June 25 —	Wages, job security, working conditions—
Trade						
Paquet Inc., Quebec, Que.	Retail Clerks Loc. 500 (AFL-CIO/CLC)	200	600	4,200	July 6 Aug. 4	Wages, security of employment— Not reported.
Service						
HEALTH AND WELFARE						
Toronto Western Hospital, Toronto, Ont.	Canadian Union of General Employees	675	14,950	24,590	July 12 —	Job classification, sick leave hours—

*Federal jurisdiction.

Canada Department of Labour Publications

Industrial Relations Research in Canada (annual). An inventory of industrial relations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1970.

Economics and Research Branch

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (Bilingual). Price $1.50, Cat. No. L2-2/1971.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 75 cents. Cat. No. L2-1/1970.

Wage Rates, Salaries and Hours of Labour, 1970. Contains the results of occupational wage rates and standard hours of work in major communities and most industries. (Bilingual). $3.00. Cat. No. L2-553.

Wage Rates, Salaries and Hours of Labour, 1971. An annual report published in loose-leaf form and followed later by a paperback volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in major communities and most industries. First-year service, including attractive binder with index tabs and paperback volume, $10.00; service without indexed binder, $7.50; individual tables, free from Surveys Division. Paperback volume, $3.00. (Bilingual). Cat. No. L2-554.

Working Conditions in Canadian Industry, 1970. (Bilingual). Free from Surveys Division.

Determination of the Appropriate Bargaining Unit by Labour Relations Boards in Canada, by Edward E. Herman, 1966. Occasional Paper No. 5. Price $3.50, Cat. No. L2-26/5.

Wages in Canada and the United States: an Analytical Comparison, by Allan A. Porter and others. Occasional Paper No. 6. Price $1.75, Cat. No. L2-26/6.

Union Growth in Canada, 1921-1967, by J. K. Eaton and K. Ashagrie. 1971. (English or French). $2.50. Cat. No. L41-970.

Women's Bureau

Working Mothers and Their Child-Care Arrangements. A statistical study of the number of working mothers, their work patterns, earnings and occupations; the number and ages of the children of working mothers; and the child-care arrangements of working mothers by their work patterns, occupations and earnings. 1970. (English or French). Free.

Women's Bureau '71. Papers dealing with statistical data on working women; need for perseverance in rectifying injustices affecting working women; actions taken as a result of the Report of the Royal Commission on the Status of Women; and two international agencies with which the Women's Bureau is closely associated. (Bilingual). Free.

Women's Bureau '69; and Women's Bureau '70. Two publications each presenting three papers. The papers deal with the status of women in the labour force and in society, and with various problems encountered by working women. (Bilingual). Free.

Women in the Labour Force 1970, Facts and Figures. (Bilingual). Free.

Legislative Research Branch

Labour Relations Legislation in Canada. A comparative study of the federal and provincial Labour Relations Acts in Canada as they existed at the end of 1968. (A separate reprint, published yearly, updating material in this publication, is available free on request). Price $3.50. Cat. No. L34-2069.

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price $1.00. Cat. No. L2-7/1970.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price $1.00. Cat. No. L34-1969.

Accident Prevention and Compensation Branch

Safety Perspective Sécurité. Periodical designed to assist employers and employees in upgrading accident prevention programs. (Bilingual). Free. Cat. No. L36-2072.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library, Accident Prevention Division, 1971. Free.

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